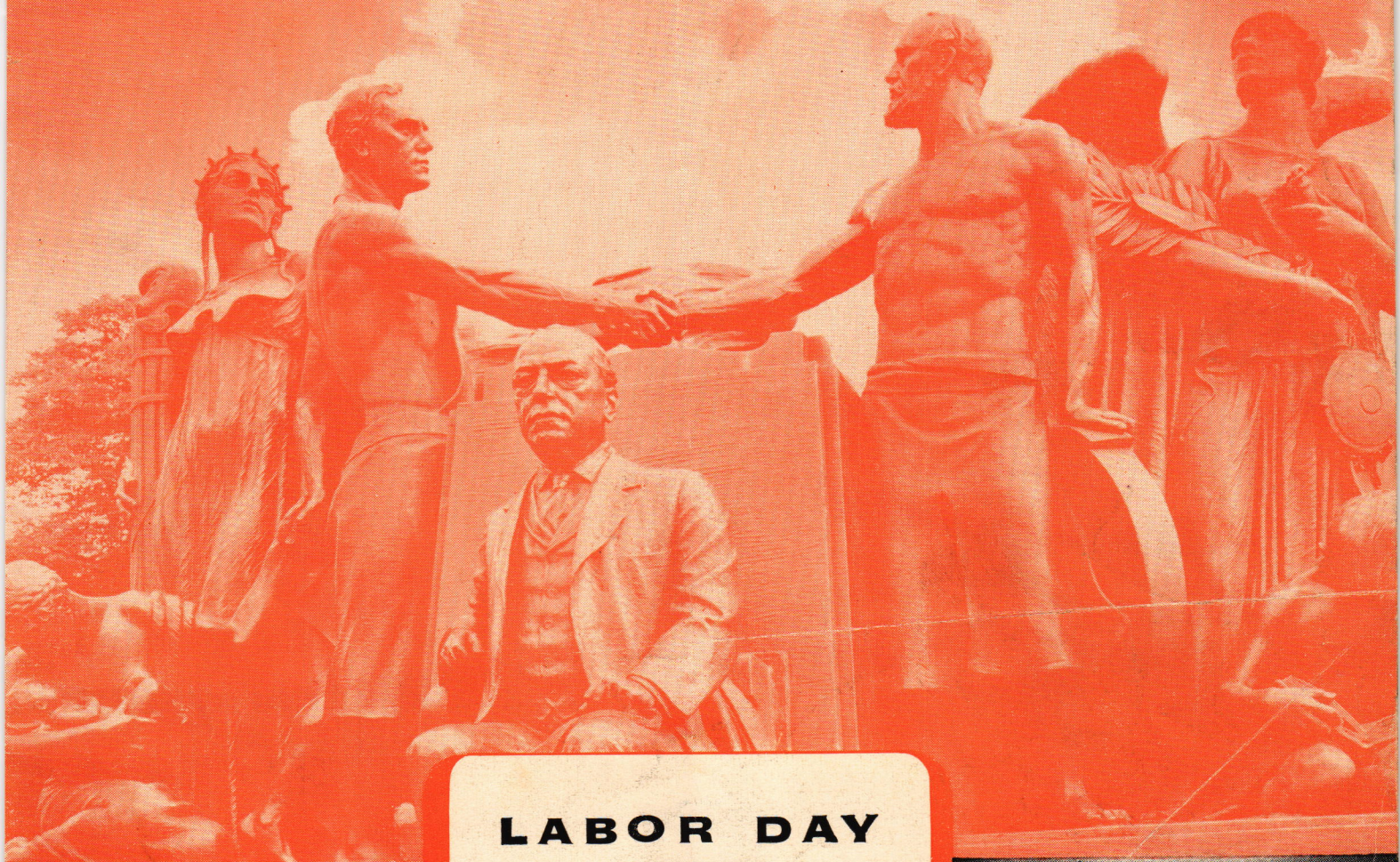


THE INTERNATIONAL Teamster

SEPTEMBER 1955

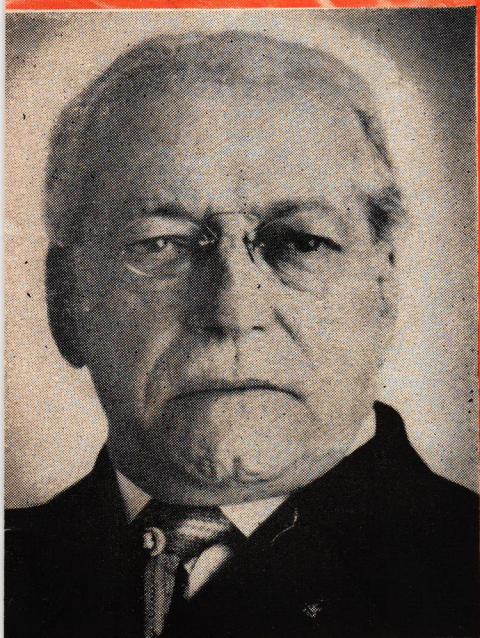


LABOR DAY 1955

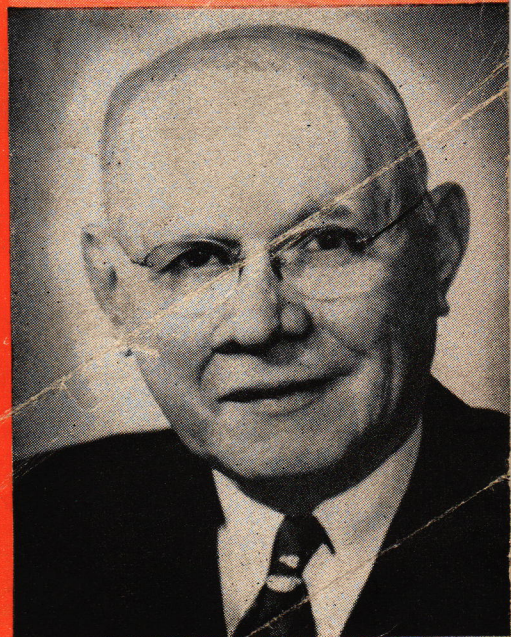
ON Labor Day we pay tribute to the founders and pioneers of the trade union movement—to the men who were the architects and builders of the American Federation of Labor. Labor Day gives us an opportunity to pay tribute to the founding genius of Samuel Gompers and to the leadership of William Green. We are reminded that the days of pioneering and progress are not over. We are travelling in the footsteps of the great leaders of the past and their careers should be an inspiration for those now active to carry on the same spirit of service to which they dedicated their lives.

Paul Beck

General President



SAMUEL GOMPERS



WILLIAM GREEN

TENNESSEE, the Volunteer State, is rapidly becoming one of the most progressive states in the new south. Formerly considered an agricultural state, Tennessee today is industrial with manufacturing payrolls twice farm income. In 1953, the state boasted 4,000 plants with more than \$2.8 billion invested and payrolls amounting to over \$600,000,000 annually.

Principal among the industries which have launched the state on its vast industrial expansion are chemicals, textiles, foods, apparel, lumber, furniture, metal working, printing and publishing.

Much of the industrial might of Tennessee can be traced to the cheap power lure of the controversial Tennessee Valley Authority. While the power has benefited greatly the farmer and his fellow urban Tennessean, it has also attracted hundreds of small and large factories.

The state was visited and claimed in turn by the Spanish, French and English. The daring explorer Hernando de Soto reached the Mississippi River in 1541, at a high bluff occupied by the Chickasaw Indians, believed to be the present site of Memphis, the state's largest city.

The famed explorer paused long enough to obtain

Teamsters Salute **TENNESSEE**

food and to build rafts. He shoved off across the Mississippi to the west and no white man is known to have set foot in the territory again for 132 years, when Jacques Marquette, French missionary and explorer, made a voyage down the river in a canoe in 1673.

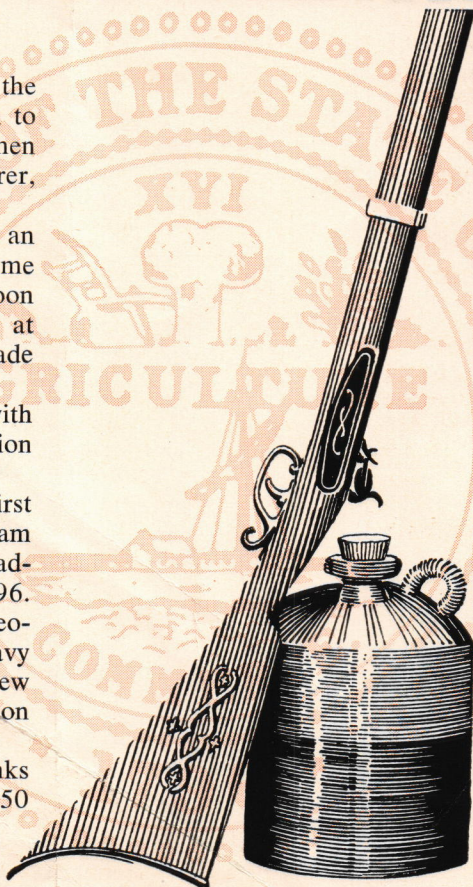
Later LaSalle and his companions left Canada on an exploring mission. He established Fort Prud'Homme in 1682 at the present site of Memphis, but it was soon abandoned. Later the French built another fort at Memphis, Fort Assumption, but no attempt was made to colonize.

A census taken in 1795 showed Tennessee with more than 60,000 free inhabitants and a convention was called to draft a state constitution.

Knoxville was the first state capital and the first governor was John Sevier; the first Senators, William Blount and William Cocke. The new state was admitted to the Union as the 16th state on June 1, 1796.

Tennessee has many favorite sons of which its people take pride. In addition to the ever-present Davy Crockett, the state boasts Andrew Jackson, Andrew Johnson, James K. Polk and Cordell Hull, to mention a few.

The capital city today is Nashville. The state ranks thirty-third in area and 16th in population with a 1950 census count of 3,291,718.



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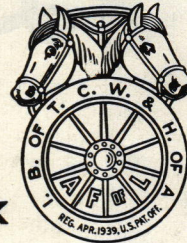
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THE INTERNATIONAL Teamster



DAVE BECK

Editor

Official magazine of the International Brotherhood of
Teamsters, Chauffeurs, Warehousemen and Helpers of
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Letter from General President **DAVE BECK**

Labor Day 1955

MILLIONS of organized workers will be celebrating Labor Day 1955 with a renewed interest in their work and the problems which confront them on the economic front. Other millions will be watching labor with close interest, noting plans which labor is making on all fronts: industrial, economic, political.

Labor Day is somewhat like the beginning of a new year. The fall season which marks an upturn in production schedules, the beginning of a new school term, the opening of a new selling season, is in fact a new era of activity in the world of industry and commerce.

Labor Day gives trade unions an opportunity to take an inventory on how they stand. What were the gains of the past year? What were the shortcomings and the mistakes? At no time of the year should labor do a more searching job of self-examination in assessing its own assets and appraising its liabilities than it does, or should do, on Labor Day. And in this trial balance of the plus and minus factors, labor should likewise consider its responsibilities as well as its advances.

Organized labor is a major force in the nation's economy and with its increase in importance comes an increase in responsibility, not the least of which is productively earning every dollar paid out in wages. Labor unions and their leadership must carry forward the effort to win ever-increasing advances. Labor union membership must justify these efforts through full and conscientious performance of duties in plant, factory, warehouse, highway, office—wherever workers are found.

Labor faces great changes which are having profound impacts on its welfare and its future. The trend toward more machine-made work—"automation" as it is called—poses many problems. The stepped-up tempo of work in the competitive world of free enterprise is forcing more and more automation in commerce and industry. This movement creates serious problems which we must frankly and intelligently face.

We are seeing significant changes in the patterns of distribution and marketing of goods and services, some due in part to automation and other changes resulting from the ever-evolving processes of industrial development.

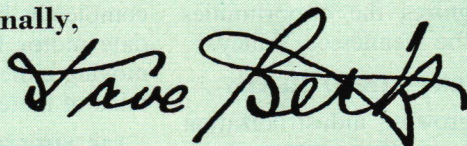
As laboring people we must be able to meet the challenge of these changes. We must be able to adapt to new methods. We must overcome the problems created by these changes or we in turn will be overcome. As we face new conditions and seek new answers to new problems, we must never lose sight of our fundamental purpose as trade unions: to win decent wages, hours and conditions for our people. This purpose is basic; we must never depart from it.

As Teamsters we are especially concerned with distribution. We believe that to an enlarging degree Teamsters are occupying a more and more strategic role in our modern economy. Goods and commodities must still be hauled and handled from manufacturer, processor, fabricator to point of sale. Our role is bringing new problems and with them opportunities—opportunities to serve our membership; opportunities to work closely with our sister unions.

We are meeting these problems through area conference and trade division, operation and organization. We are working with allied crafts through mutual aid agreements. We are making continuing studies in problems which face us as Teamsters and as trade unionists.

We see in Labor Day a time for reflection, a time for studying the challenge of these changing times. We see also an opportunity to make plans for a better year ahead so that when Labor Day 1956 comes around, we will be able to review another 12 months with genuine satisfaction of a job well done for ourselves, for our employers and for our country.

Fraternally,



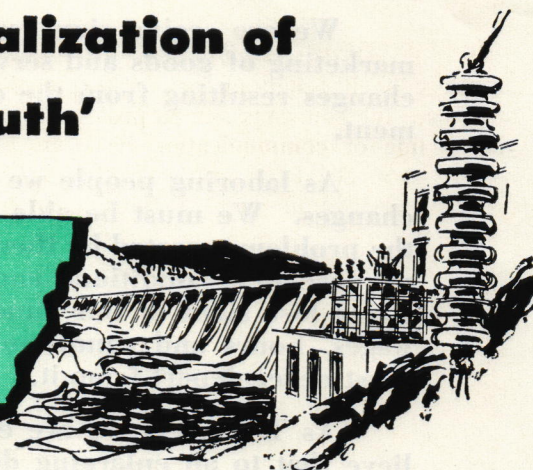
The International Office is making a survey of gains made in wages, hours and conditions by our local unions. The response to the questionnaire sent out to the locals has been excellent and our research technicians are now analyzing and evaluating the results of these questionnaires. This work which is of a very detailed character was not completed in time for a special report to appear in this month's International Teamster as I had hoped to have. The report will be prepared and will appear in an early issue and I am certain the results of the survey will be most gratifying to every local union in our International Union.

D. B.

Teamsters Move Forward with the Industrialization of the 'New South'



JC 87



A MODERN explorer ranges today over the lush green hills and rich river valleys of Tennessee in the historic footsteps of the earlier Spanish and French and the later frontiersman. This explorer has no crossbow and coat of mail; no coonskin cap and flint lock rifle. He has instead the training of an engineer and the backing of millions of dollars in capital investment. What he seeks are locations for an expanding industrial economy. He is finding it as he recognizes the opportunities offered by the Tennessee Valley.

TEAMSTERS STAND READY

For the growing industrialization of Tennessee, Teamsters Joint Council 87 stands ready to provide everything that rolls on wheels needed to build and maintain the ever-increasing industrialization of the area.

Joint Council 87 consists of 13 locals in 11 cities in and around Tennessee. There are two locals in Memphis and Knoxville, one each in Johnson City, Kingsport, Nashville and Chattanooga. Other locals are in Paducah, Ky., Tupelo and Jackson, Miss.; Birmingham, Ala., and Asheville, N. C. It is one of the most wide-ranging councils in the entire Brotherhood.

It is no accident that Tennessee, state and valley, is experiencing intensive industrialization. All the

factors are there; manpower to work the factories and an abundance of power and fuel to operate them. There is plenty of industrial water (an increasingly large problem for industry today) and the climate is mild so overhead is reduced. The railroads may have failed to advance in consort with the rest of industry in Tennessee (26 of the 95 counties have no rail service) but the road system is in excellent condition and industry is served completely by adequate and up-to-date motor freight lines capable of moving either a mountain or mountains of materials.

\$75 MILLION FOR EXPANSION

According to the records of the Tennessee Industrial and Agricultural Development Commission, more than \$75 million had been expended or committed through the end of June for 47 new industries and 45 expansions of established industry. This does not include large projects definitely proposed but not actually committed, including the Lyon, Inc., plant and the duPont plant. Industrial growth in 1955 was reported by 51 cities and towns and conservative estimates are that 5,500 additional jobs will be added to the current 279,000 primary jobs provided by industry.

Yet, with intelligent planning, the

state need not suffer the growth of industrial slum areas as have her northern sister states. A recent editorial in the Nashville newspaper, commenting on the growing industrialization, said truly that Tennessee had much to offer industry without victimizing its residents through low wage rates. It is against such an eventuality that Joint Council 87, led by John L. Biggers, secretary-treasurer, is on guard.

Commenting on the increased industrialization, Biggers said that it was necessary for the Tennessee Valley locals to band together to present a united front to the widespread industrialization. "New manufacturing firms and new service institutions are springing up here almost every day," said Biggers. "We must see to it that our people are protected and the existing contracts are properly policed."

HEADQUARTERS IN MEMPHIS

The Joint Council maintains offices in Memphis in the same building with Locals 667 and 984. Officers of the council are, in addition to Biggers: H. L. Boling, president; John Mofield, vice president; Kenneth C. Sackman, recording secretary; R. A. Farrell, J. W. Wallace and W. J. Reynolds, trustees.

The joint council was first organized in January, 1949. Biggers

was vice president of the organization under Glenn Smith as president when the council was formed. Headquarters then were in Nashville.

COUNCIL ENFORCES CONTRACTS

The council functions primarily to enforce the contracts and to provide a line of communication between the locals themselves and to the Southern Conference, of which it is a member. It sees to it that contracts are policed, gives strike sanctions according to the International Constitution and negotiates state agreements on city pickup and delivery. The council has no sal-

aried officers; the business agent members meet each month at Nashville.

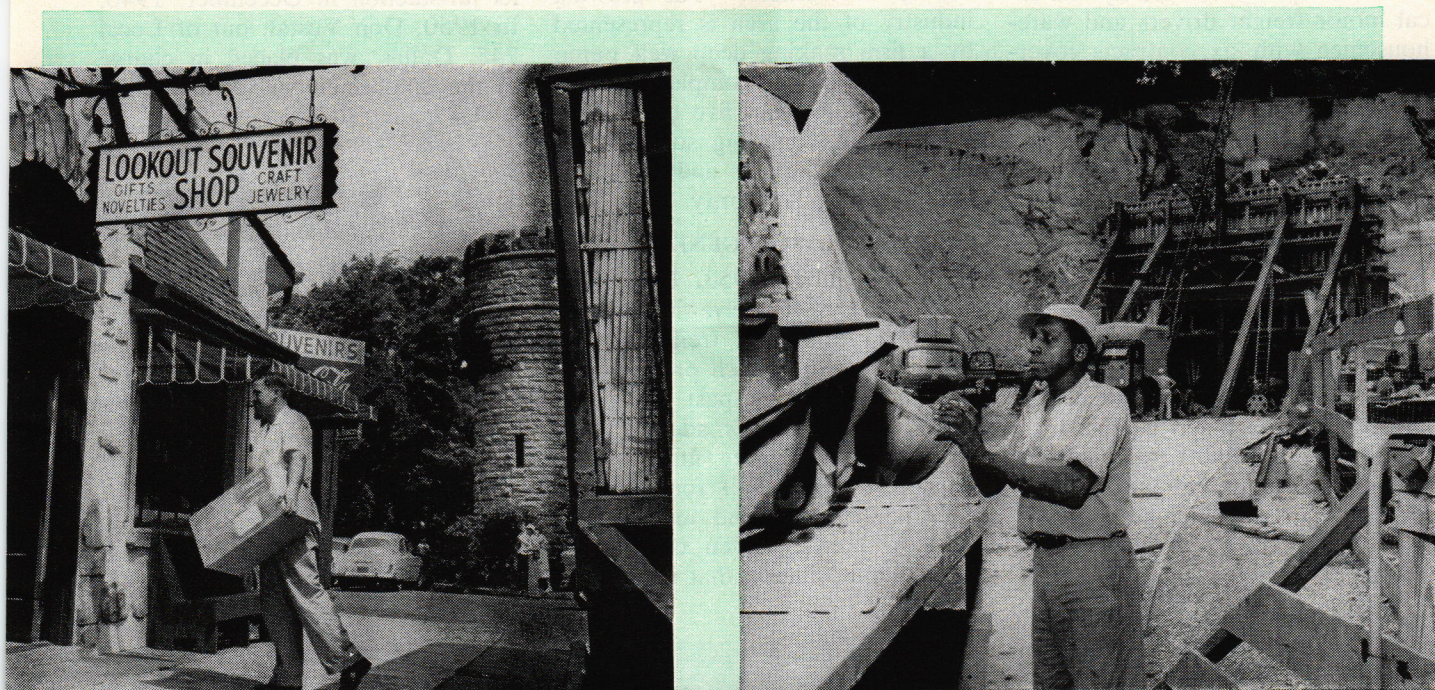
EXIT "RUGGED INDIVIDUAL"

As the state becomes increasingly industrialized, the old southern philosophy of indomitable individuality is slowly fading away. Employers are reluctantly accepting the principle of unionization. But not only employers are to be convinced. The South is full of "rugged individualists" who like to bluster: "I ain't gonna pay no union so I can take a job!" Slowly, too, these are beginning to recognize their inability, regardless of their "rugged individ-

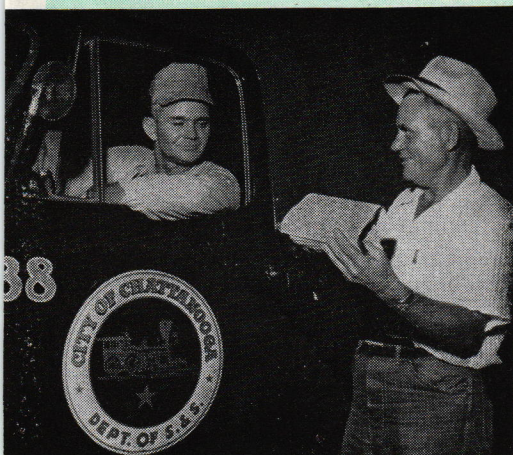
ualism," to cope with the increasingly complex problems of modern-day industrialized economy.

Still, organizing in the South is no picnic. The business agents of Joint Council 87 local unions are slowly convincing management of the desirability of wage stabilization within a competing industry. Some few firms have been quoted as saying that they are beginning to appreciate the stabilization it gives wages and costs, prevents "undercutting" and prevents individual haggling for raises. Operations become smoother when wages are set by contract.

Local 667 in Memphis, chartered



CHATTANOOGA

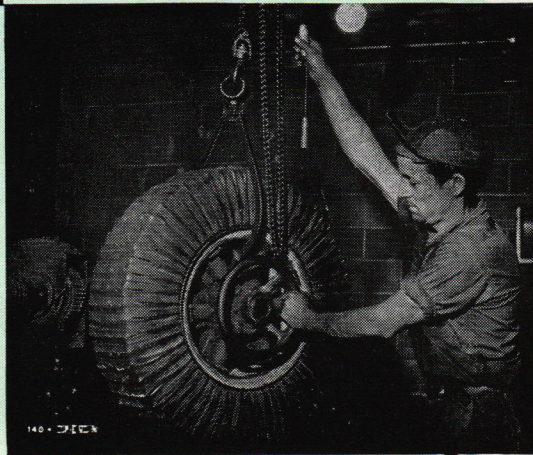


Left above: Ray Works, 515 member, delivers souvenirs to Lookout Mountain shop.

Right above: Len Price, member of 515 since '37, drives ready-mix truck to site of new tunnel for McCallie Ave. through Seminary Ridge, famed battleground.

At left: A. J. Brogden, municipal driver, gets orders from Chester F. Burke, dispatcher.

Right: Emmett Bruce prepares to smooth down sidewalls of solid tire made of laminated sections from discarded tires.





Members of Local Union 549 check over a load of miscellaneous freight in the terminal where they work. They are Charles Norris, J. D. Dugger, H. Phillips.

in 1934, represents highway and local motor freight drivers and warehousemen with six contracts covering 48 firms. Three of these are multi-state contracts; the Central States, Southeast and Southwest states over-the-road contracts. Members are provided the protection of the pension and health and welfare provisions of the southeastern area over-the-road motor freight agreement.

LOCAL 667 STRIKE IS WON

Local 667 had its last major strike three years ago against local pickup operators. The strike, involving 800 members, was won after they had stayed out a week.

Officers of Local 667 are: President and assistant business agent, C. H. Augustine; recording secretary and assistant business agent, Lloyd Turner; vice president, Joe Owens; secretary and business agent, John L. Biggers; trustees, J. S. Smith, M. E. Abernathy and B. A. Robinson.

The other Memphis local is Local 984, representing General Drivers and Warehousemen, with R. A. Farrell as president and business agent. Other officers are: Vice President, B. H. Buck; secretary-treasurer and assistant business agent, Paul Kuhns; recording secretary, Joe Visconti, and trustees, L. A. Pankey, A. W. Bass and Sam Baptiste. Baptiste is also an assistant business agent, as is Paul Kuhns.

The local has 41 contracts with 37 employers, which is explained by the fact that some employers have two contracts covering two

classes of workers. The growing industry of the area is represented by a firm making deep well pump equipment, a shoe company's leather processing plant, five bakeries, a concrete and building supply firm, a pipeline company and the Tennessee Valley Authority.

LOCAL 984 IS GENERAL

In September, 1953, Local 984 was chartered to have jurisdiction over everything but freight in the Memphis area. Much progress has been made in the past ten years when dock workers made 53 cents an hour. Now they make \$1.79 plus time and a half for overtime over 43½ hours and are guaranteed 40 hours. Even considering the general inflation that increase is

considerable. About half the membership is Negro.

In Nashville all Teamsters, some 3,000 strong, are represented by Local Union 327. President and business agent is Don Vestal. Secretary-treasurer and assistant business agent is Edward Smith; vice president, Paul Tenpenny; recording secretary, Harold Dies. Trustees are Lawrence Herd, William Richardson and Joseph Haynes. Assistant business agents include Lawrence Herd, Ralph Vaughn, W. A. Smith, Perry Canaday and Ewing King.

LOCAL 327 HAS GROWN

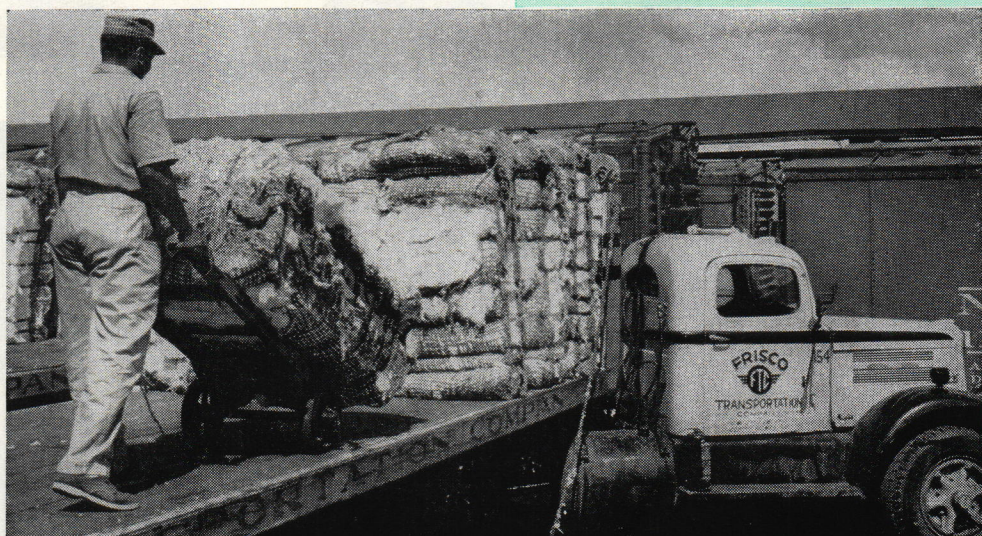
The local was chartered in June, 1935, as a cab local and widened its jurisdiction in December, 1940. In 1950, Don Vestal, out of Local 745, Dallas, was placed in charge of the 1,200-member local when it

MEMPHIS

Circle: Along famed Beale Street, Business Agent Sam Baptiste, Local 984, reads election notice to A. Wiggins in organization move.

Left below: Cotton is still king on the Mississippi at Memphis as it was in the days of Mark Twain. Here L. U. 667 member Eddie Dean is loading compressed bales.

Right below: New automobiles sometimes arrive on river barges, then are delivered by Teamsters such as Boyd Livingston, of Local 984, here at wheel of a Chevrolet.

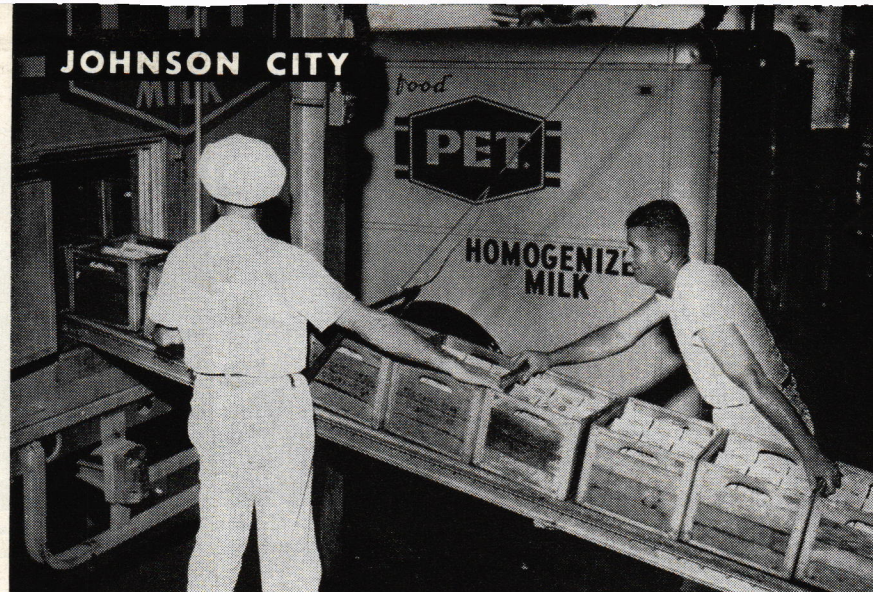


was put under trusteeship. Today it has over 3,000. The local has its own building and makes space in it available to other local unions, both AFL and CIO.

CONVICTED OF CONTEMPT

Right now the local is conducting a strike against an appliance warehouse and against a truck line. Vestal and 27 drivers have been convicted of contempt of court because they respected a picket line by refusing to drive through it. At this writing they are out on appeal. They expect to go to jail, however, despite the appeal. It is this type of misuse of judicial powers which makes the cost of organization high.

One of the unusual activities of Local 327 was furnishing about 20 drivers to the Walt Disney Studios film crew while they were on loca-



Local 23, Johnson City, covers 1,000 members working for Pet Dairy Products in 30 plants in seven states. Here Wallace McAnally and Ed Ault, Sr., load truck.

tion in Nashville filming "The Story of Davy Crockett." Some of the drivers even appeared as extras in the film.

Industrialization is reflected in the Nashville area by a large Ford glass plant now under construction and by the many light industries and assembly plants now operating in the areas.

LOOKOUT MOUNTAIN

In the city of Chattanooga, made famous by many features, not the least of which is Lookout Mountain, Local Union 515 represents over 1,600 teamsters. The local, chartered in 1937, struggled along for 12 years, at which time H. L. Boling was appointed secretary-

treasurer and business agent coincident to being placed under trusteeship, lifted in 1950. At the time there were 450 members.

The main contracts of L. U. 515 are freight and construction, including an agreement with the AEC in the area. Unusual is the unionization of the drivers for the city and county governments, including guards for prisoners' work parties and the sanitation department drivers. Quite unlike Memphis, the Chattanooga local has a very few Negro members. This is attributed, not to the local union, but to the fact that the employers have not seen fit to hire Negro drivers, except in relatively rare instances.

SIGNAL FIRES OF PROGRESS

The smoke of many new industries is beginning to float over mountain-rimmed Chattanooga. A new titanium plant is going up. There is a new large power mill and the last five years has seen a large duPont nylon plant established, together with a vast soybean processing plant. In the area, 95 per cent of all construction work is union work.

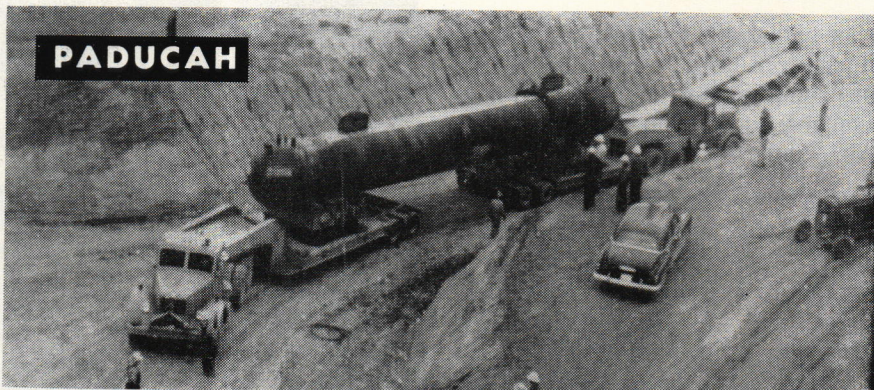
President of L. U. 515 is George Hicks, who is also an assistant business agent. Other officers are: Robert Carmichael, vice president; H. L. Boling, secretary-treasurer and business agent; W. A. Test, recording secretary and assistant business agent; Garland Snead, C. L. Campbell and Silas Callahan, trustees, and Roy Smith, assistant business agent.



Knoxville, Tenn., has two locals, 621 and 519; the latter being exclusively construction drivers while the first is a general local. President and business agent of Local 621 is William J. Reynolds. Other officers include J. G. Browley, vice president; H. L. Payne, secretary-treasurer and assistant business agent; Milo Schultz, recording secretary; Joe Toney, Dave McClellan and Glenn Craig, trustees.

ALUMINUM HAS HEAVY ROLE

The local has approximately 30 contracts in force at the present time, covering its more than 850 members, covering virtually every facet of the economy. Three large Alcoa plants in the area account for the lion's share of Knoxville freight, much of it moved by Local 621 members. The Atomic Energy plant at Oak Ridge has meant much to the membership. During the height of the building boom there, more than 1,500 members were in the local. Even today the AEC contributes to employment through



The men of Local 236, Paducah, Ky., tackled a mammoth job as this huge piece of equipment for the AEC was installed by two lo-boys rigged end-to-end.



Above: Chas. Seward, 621 driver, releases fare at home of 'Vols.'

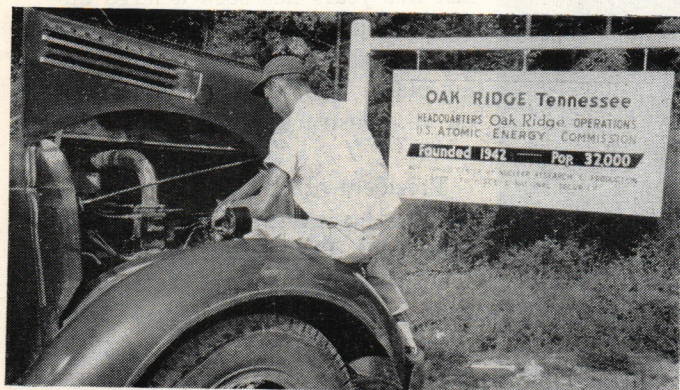
Above, left: Building progress goes on. Euclid loads excavated foundation rock.

Left: Outside Knoxville is Kingston TVA steam plant, largest in world.

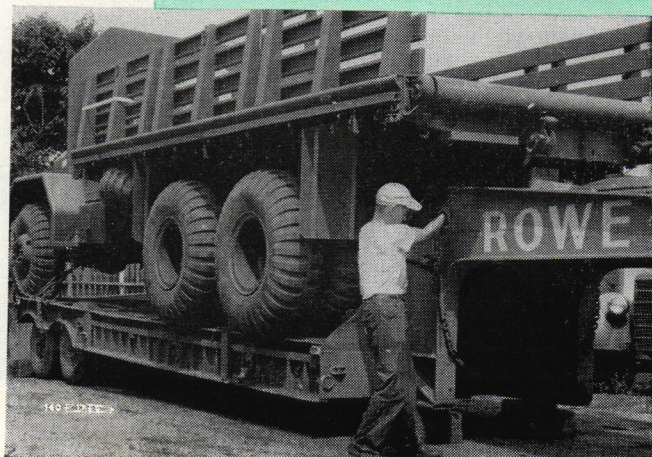


KNOXVILLE

Below: Army installations in balmy South account for much tonnage for Joint Council 87 members. Clarence Glenn tightens tie-downs of loaded lo-boy.



Ralph Patty, ready-mix driver, Local 519 member, has engine trouble en route famous Oak Ridge atom plant near Knoxville. The 80,000 acre reservation has rigid security rules.



Right: The contented cows of Mississippi supply the basic materials with which Kathleen Smith and James Lyons, members of Local 591, Tupelo, are concerned. D. Francis, an inspector, is at rear, right.

TUPELO



conversions in the huge atomic plant.

Local 519 in Knoxville, covering only construction drivers, numbers 850 members. Their main employment opportunities come from the AEC and TVA and a new expressway under construction in the city. The increasing industrialization in Tennessee contributes to their well-being as additional facilities to existing industries and new arrivals keep construction crews at work.

George R. Clapp is president of the local. Other officers include: Raymond Dalton, vice president; Harrison Ray, secretary-treasurer and assistant business agent; J. L. Williamson, recording secretary; R. R. Elder is business agent and a member of the board of trustees. Other trustees are W. L. Chrisman and John R. Jones.

Local 549 in Kingsport has 900 members, mostly freight line drivers, but also several small contracts. The membership has grown from 50 when it was chartered in 1943 to 900 at the present.

Officers of the local include Paul E. Snapp, president and assistant business agent; Maxwell King, vice president; J. W. Wallace, secretary and business agent; H. C. Williams, recording secretary, and James Frazier, Paul Dickens and James Blevins, trustees.

Local 23, Johnson City, Tenn., has only one major contract; that with the Pet Dairy Products Co. The area of the local covers seven southeastern states (Tenn., Va., W. Va., Ky., N. C., and S. C.) and the membership of about 1,000 are employed in 30 plants. To go from

one to the other would require about 4,000 miles to "cover the circuit."

Kenneth E. Sackman is secretary-treasurer and business agent of the local. Other officers include W. H. Thompson, president; William G. Mays, vice president; Rhonda E.

(Continued on page 32)

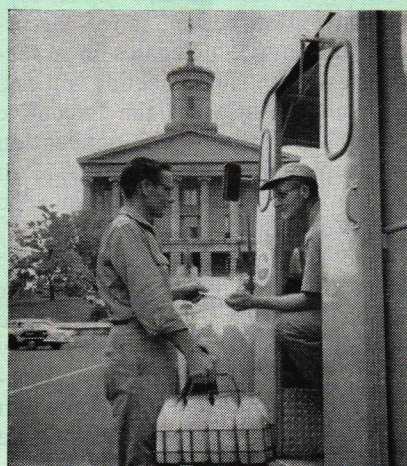


Above: Earl Willis tugs a load of truck hubs into position for loading at a modern freight terminal.

NASHVILLE

Far left: Nashville's exact replica of the Parthenon is a must for visitors. Here E. G. Edwards, taxi driver, 327 member, drops fare.

Left: Raymond Hunt and Minous Boyce, Sealtest drivers, make a delivery in Nashville. State Capitol is in background.





Merger Just Around the Corner

*Chicago Meeting Sets Stage for Historic
Joining of Hands with CIO in New York
In December; Joint Convention Planned*

FORMAL steps leading toward merger of the American Federation of Labor and the Congress of Industrial Organizations were taken last month in Chicago at a special convention of the AFL and at a meeting of Federation general presidents. The special convention was held August 11 and the presidents' meeting the following day. These sessions followed three days of meeting of the Executive Council.

Teamsters played a role in the Chicago meetings. Vice President William Lee, who is also president of the Chicago Federation of Labor, opened the special convention as temporary chairman. He was also a Teamster delegate to the convention. The address of welcome was given by Mayor Richard Daley of Chicago who holds membership in Teamsters' Local 734. Vice Presi-

dent Einar Mohn was also a convention delegate.

This special convention in Chicago was called in order to have the 1955 convention date changed. Since the convention date is set forth in the Federation's constitution and cannot be changed except by convention action, it was necessary to convene delegates in a special session. The meeting ratified a recommendation of the Executive Council that the 1955 convention be postponed from September 15 to December 1 and that the place be New York City.

The special convention may go down as one of the shortest sessions in the history of the AFL. The meeting was called to order shortly after 2 o'clock and the final business was concluded little more than an hour later—with a ten-minute

recess for a meeting of the Committee on Laws.

The new convention date will permit the AFL to hold its convention in New York at the same time the CIO is meeting. The Executive Board of the CIO which is authorized to change the time and place of that organization's convention had already made the change to New York City.

At the formal convention session President Meany said that a meeting of the general presidents was being convened to permit any AFL affiliate to voice its opinions or make recommendations for changes in the constitution of the proposed new merged organization.

When the president's meeting opened the following day, some 450 officers were present, including general presidents and general secre-

tary-treasurers. The session opened with a detailed background address by President Meany. His remarks were directed at reassuring the presidents of the unions about the forthcoming merger plans. He reiterated his strong belief in the traditional Federation practice of voluntarism and said that no union would be amalgamated without its consent.

President Meany said that the end of the division in the house of labor would mean that greater energy could be concentrated against the enemies of labor. He said that the great challenge of the millions of unorganized could be met by the merged federation.

Following his opening remarks Mr. Meany drew attention to a number of specific drafting changes in the proposed constitution, a copy of which was given to each general officer attending.

President A. Philip Randolph of the Brotherhood of Sleeping Car Porters made a number of specific recommendations designed to strengthen the anti-discrimination provisions of the constitution.

President James Cross of the Bakery & Confectionery Workers recommended that the new constitution limit membership on the Executive Council of the merged federation to officers or convention delegates and not to members of unions who had not been a convention delegate or an officer.

The International Typographical Union submitted a number of proposed changes aimed at strengthening protection of union autonomy. President John Burke, of the Pulp, Sulphite & Paper Mill Workers, recommended that the new Executive Council be limited to 17 instead of the proposed 27 vice presidents, plus president and secretary-treasurer.

Proposals were also made on behalf of some state federations and local central bodies asking that all local unions be directed to join city bodies and state groups.

During the three days of meeting of the AFL Executive Council, a series of policy statements was issued and a new member was named to the council. Joseph B. Keenan, secretary of the International Brotherhood of Electrical Workers was chosen as fifteenth vice president.

He fills a vacancy created by the death of J. Scott Milne, late president of the IBEW. Milne had been elected to the council in May following the death of President Emeritus D. W. Tracy, also of the Electrical Workers.

In a statement appraising the recent session of Congress the Executive Council lauded the record made on foreign policy and international affairs and applauded the passage of the liberalized minimum wage bill and the pay hike for Government workers. The council expressed disappointment that the new wage floor was \$1 instead of \$1.25 as the Federation had recommended.

In its Congressional statement, the council criticized failure to act on Federal aid to education; failure to change Taft-Hartley; failure to act finally on benefits to disabled workers after 50; failure to lower income tax on low-income workers; failure to adopt the Senate-passed 135,000 units annually public housing bill; failure to pass a roadbuilding program.

So-called "right-to-work" laws were the subjects of comment. The council pointed out that the drive for this type of statute was stopped in 13 states, but passed in one (Utah). Labor's efforts to repeal such laws were beaten in eight states. The council pointed out that not one state had brought its bene-

fits level up to those recommended by President Eisenhower and Secretary of Labor James P. Mitchell. The council called for more political action by trade unions.

The Executive Council called on Congress to halt plant pirating in industry. The "runaway plant" has been the source of marked friction in the economic field and the council called attention to some of the evils of the trend and called for specific remedies. The council asked that changes be made in income tax exemption on municipal bonds issued to finance industrial construction; that a Federal \$1.25 minimum wage be passed and effective state laws be enacted and that other geographic differentials be eliminated.

Noting that the Labor Department says that 31 major cities and 101 smaller communities are areas of "substantial labor surplus," the Executive Council called on the Federal Government for special assistance to distressed localities.

On the international front the Executive Council passed a lengthy resolution blasting the suggestion that there be an exchange of trade union delegations between the United States and Russia. Such visits would only play into the hands of the dictators, said the council. The council also recommended a security pact between the U. S. and Israel.



A light moment at the special convention of the American Federation of Labor in Chicago last month. Left to right—AFL President George Meany, Reverend Joseph Donohue, Mayor Richard J. Daley of Chicago, and Vice President William A. Lee of the Teamsters.

EDITORIALS

Union Label Week

Affiliates of the American Federation of Labor will celebrate Union Label Week during the period September 5-11 this year. Every union in the labor movement has a stake in respecting the union label and in assisting in the promotion of the label.

Teamsters have long sought to popularize the union service and shop sign installed at various firms which have Teamster-organized employees. In last month's issue of this magazine and in the current issue reports tell about the campaign of the Miscellaneous Division to develop cooperation in seeing that all coin-operated vending machines are Teamster-serviced. In this endeavor a special Teamster label is being used. This is an immediate and concrete example of the value of the union label to our membership and our organizing efforts.

The union label is fundamental to progress of the trade union movement. It is our hallmark. We should respect the label and promote its use. We think that every week should be union label week—every week every year.

Construction Strength

All the signs on the construction front indicate that 1955 will be one of our best periods in high volume building. This volume is part of the pattern of high productivity which has characterized 1955.

Teamsters have more than a passing interest in the continued high construction curves. In the first place, this high construction program is a sturdy prop to the economy. If we have a strong construction volume, we are likely to have prosperity. If, on the other hand, our construction begins to lag, the whole economy, we must conclude, is headed for trouble.

We have been interested in all forms of construction, but particularly in large building and highway construction. In the building field, one of the outstanding characteristics has been the heavy volume of religious organization building. There has been a big boom in churches since materials became available shortly after World War II. The volume continues high and the demand appears unabated.

Educational building is another high volume construction item. It is appropriate that we note the importance of school construction since this month will mark the return to the classroom of millions of youngsters.

Highway building is one of our great "musts"—at every level—state, regional and national. The number

of motor cars and trucks is increasing so rapidly and the dependence of our economy on motorized transport is growing to such an extent that more and better highways are essential.

We sincerely hope that all of the forecasts of big construction do come true—that the last half of 1955 will fulfill the promise that the rising curves of construction held forth the first half, for we know that these ascending curves spell prosperity for all.

Big Job on the State Front

During the past few months major political attention has been directed toward Congress. The action of the national legislative body attracts more attention and is far more newsworthy than the happenings in the statehouses throughout the nation. But what happens in the statehouse is important in every state and to no one is the actions at the state capitols any more important than to organized labor. Let's take a look.

Organized labor has been subjected to the so-called "right-to-work" laws in many states. Now 18 have them on the books. Labor union members somehow do not always seem to realize that these laws are union-busting devices until the members themselves awaken some fine morning to discover that such laws are actually being invoked against their union. This tide of right to work—better called "right-to-wreck"—laws must be stopped and it can be stopped at the state level by hard work on the part of labor and fair minded citizens.

When the action to raise the minimum wage law under the Fair Labor Standards Act was proceeding in Congress, millions focused their attention on wage levels generally. Teamsters, for the most part, may feel that this low minimum does not concern them. But Teamsters as well as other unionists who have won decent wages, far above the minimum should realize that wage levels for the lowest paid concern the better paid—concern all. How about the states? A total of 19 have no minimum wage laws and political leaders from these states fight any increase in the Federal minimum and the action for any kind of state floor on wages. There is plenty of work to be done here.

In the field of labor relations there is plenty of restrictive legislation. Thirteen states restrict secondary boycotts and seven restrict primary boycotts and four states ban jurisdictional strikes. A total of 14 states have general labor-management laws and as everyone knows state laws are generally a lot tougher on labor than are Federal statutes.

This is not the end of the story of restrictions against labor, but these few illustrations indicate the big job which labor has before it. Teamsters and other union-

ists should carry on a ceaseless fight against unfair and restrictive legislation. Organized labor is becoming more and more conscious of how and whom to fight in an effort to protect itself, but we have yet a long way to go. And we have no time to lose. And so as the spotlight shifts from Congress to the states, let's dig in and do a good job at the grassroots.

Will the Idea Grow?

Recently laboring people from all parts of the free world met in two conferences to discuss their mutual problems. They met in a world meeting in the International Confederation of Free Trade Unions in Vienna, Austria, and many met later at the annual conference of the International Labor Organization in Geneva, Switzerland.

An idea which was implanted by Americans at the ICFTU meeting and discussed in corridor conversation at the ILO concerned ways and means of trade union progress. In Europe, particularly, there has been a tradition of linking the unions with governmental or political groups. This is quite different from the American system which depends primarily upon its economic strength. A number of delegates from America, including General President Dave Beck, called attention to the importance of efforts on the economic front as distinct from those on the political front in the cause of labor's advance. This is an idea of profound importance to world labor. Will it take root? Will labor unions, noting the progress made under the American system, see that greater emphasis on the economic battlefield and less on the political will net results. It will be interesting to see what will take place in the months ahead on this important question.

Watch for the Kids

A special safety note for September should be made for all drivers—commercial and private. This month millions of children will be returning to school. Many thousands will be attending elementary schools for the first time. There is a responsibility on everyone who drives to use an extra measure of care this month.

Truck drivers, for the most part, are careful, but the rigs which many men create special problems of care and caution in the city streets. Drivers must be extra careful about youngsters who run into the street after a ball or in play.

The school patrols have done a fine job of safety, but they cannot do the whole job. Safety for the kids requires the cooperation of all of us who drive, whether we drive for a living or for pleasure. The responsibility is still the same: to use care at all times.

A New Era

The atomic or nuclear age is always ushering in some new "era" in the continued story of nuclear progress. Recently General Electric turned on power generated from atomic energy as the first application commer-

cially of nuclear power in this country. Thus the hamburgers that some picnickers cooked over an electric grill from a power line fed by the atomic generator made history.

We are still a long way off in our quest for general application of commercial power, but there is plenty of activity all along the line. Several major experiments are going on from different directions in this country in an effort to harness power effectively and economically. But regardless of what will happen in the future, no one can take away the historical importance of this first application of nuclear power which marked a new era in the atomic story.

NLRB Ponders Hotel Case

In the face of increasing pressure from Congress, the National Labor Relations Board is now reconsidering its policy of not taking jurisdiction in labor disputes in the hotel industry. The Board has heard arguments on the question, and a decision is expected shortly.

In the interest of justice for thousands of hotel workers, particularly those now engaged in a bitter dispute in the Miami Beach area, we strongly hope the NLRB will face its unquestionable responsibilities and afford these workers protection of the law.

If the NLRB ducks the question, all organized labor must join in renewed support of the Miami Beach strikers. This support should partly take the form of insisting that Congress explicitly require the NLRB to assume jurisdiction in hotel disputes. It must also include backing the Miami strikers to the hilt with strong financial and organizing assistance; the full resources and energies of both the AFL and CIO must go into this fight, which shall be won.

The Teamsters stand ready to give a full measure of support in carrying the battle in Miami Beach to a successful conclusion.


A Good Move

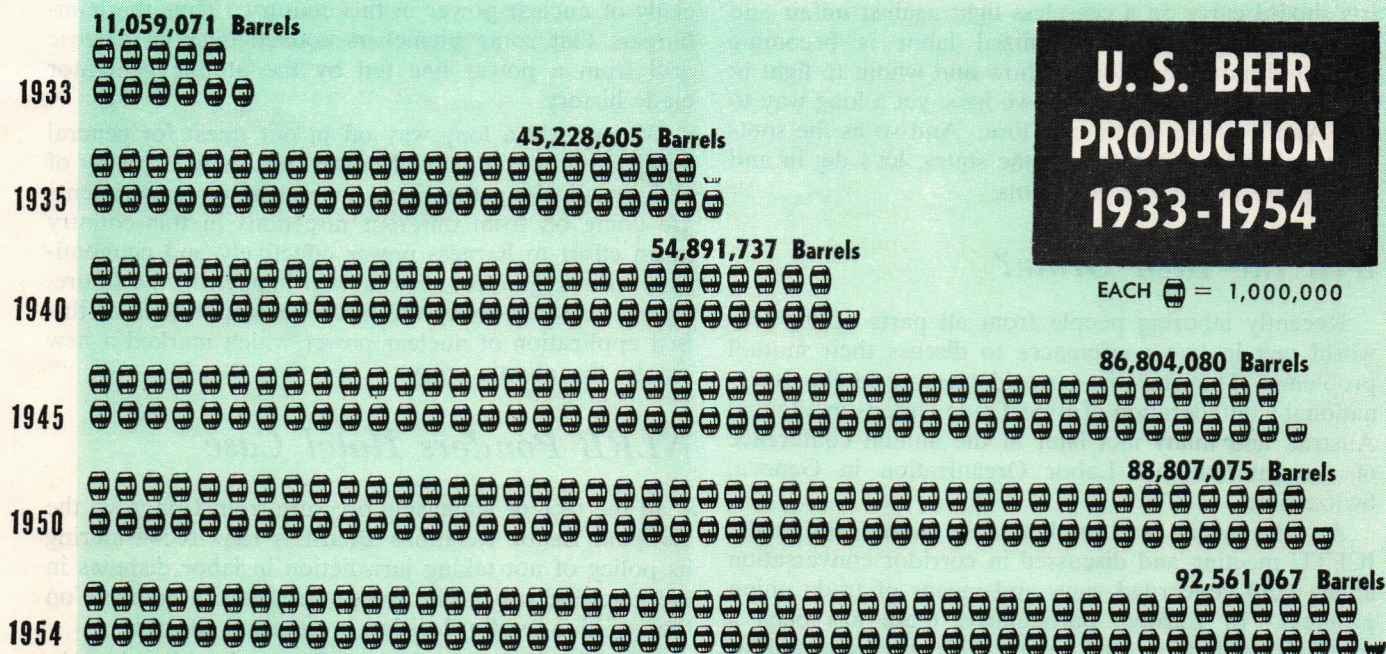
The trucking industry speaking through management and union elements has made what the nation will applaud as a good move in cooperation with the Federal Civil Defense Administration.

The industry has planned a program of cooperation which has been in the making for the last year. Recognition of the contribution of the industry was given when Governor Val Peterson, FCDA administrator, swore in two management and one union representative as key officials in the new highway division.

It is important that the industry has indicated its willingness as well as its ability to cooperate. Motor transport will be a vital resource in case of emergency—as it always is in any emergency in peace or war. Teamsters are pleased to offer at every level—national, state and local—their full cooperation to Civil Defense. We hope the pattern that this industry has set will be followed by other segments of the American economy in the vital job of civilian defense.

U. S. BEER PRODUCTION 1933-1954

EACH  = 1,000,000



Giant Gains in Brewing

*Teamster Emerges as a Key Figure
As Growing \$5 Billion Brewery
Industry Undergoes Sweeping Changes*

ECONOMIC and technological developments in the American brewing industry are making organization of the workers in that industry under Teamster sponsorship both essential and inevitable. Evidence of the truth of this statement is being shown as the National Beverage & Soft Drink Division wins better wages, hours and conditions for workers in the industry.

Here are the main developments in the \$5 billion brewing industry in the United States:

1. The industry is showing remarkable growth in volume of beer produced and in winning acceptance by the American public.

2. Brewing organizations are becoming bigger and fewer.

3. As a consequence of the growth of large organizations, hundreds of small, localized brewery operators are being merged, bought

out or are otherwise disappearing from the scene.

4. The impact of automation is being seriously felt in the industry.

5. The distribution and marketing of the product have become the key factors in the economic success of modern brewery operation.

Beer making in the United States has a long and honorable history and has played a major part in making contributions, not only to the pleasures and comforts of Americans for generations, but has also been a potent force on the economic and tax fronts. Growth and expansion have been steady and it is indeed a far cry from the time a hundred years ago or less when beer production was 1,765,827 barrels and the per capita capacity in the U. S. was 1.7 gallons. Today, according to reports from the United States Brewers' Foundation the per

capita capacity has shot up to 15.9 gallons and the output in 1954 accounted for sales of 83,293,000 barrels.

While the national average of per capita consumption is 15.9 gallons, many states top that by a handsome margin with nine states accounting for 20 gallons per capita or more. Wisconsin takes top honors with 26.1 gallons and is followed by Nevada with 24.4 gallons; Michigan, 22.9; New Jersey, 22; Rhode Island, 21.7; Maryland, 21.6; Pennsylvania, 21; New York, 20.9 and Ohio, 20 even. A total of 18 states exceed the national average in per capita consumption.

The curve of consumption follows closely but does not always coincide with the per capita record of the various states as the foaming drink flows from tap, keg and glass throughout the country. Some of

the high-consumption states include New York, 10,398,995 barrels; Pennsylvania, 7,295,354; Illinois, 5,871,151; California, 5,841,741; Ohio, 5,530,454; Michigan, 5,193,144; Texas, 4,150,580; New Jersey, 3,729,183, and Wisconsin, 3,014,087.

America tops the rest of the world in beer production. The United Kingdom is second with 34,884,000 barrels a year and Germany third with 25,453,000. It is interesting to note that while America is a big total consumer, it is relatively modest in terms of the individual intake as compared to European countries—No. 7 on the stein parade. Belgium tops the list with a per capita record of 37 gallons—far above even our top state's 26.1 gallons per person per year. Australia is second, 26.3 gallons per capita; Luxembourg, third, 25.9; Great Britain, 22.1 and Canada, 18.5, just ahead of the United States.

TEAMSTERS ESSENTIAL

With the continued growth and expansion of production volume in the United States have come other developments which are making the Teamster method of organization not only important but essential. This is an age of mergers and consolidations in the brewery industry perhaps to a degree matched by few segments of the American business community. We have seen a decline of the little local brewery with strictly local outlets and markets. The little fellow cannot compete with the great organization with its tremendous resources of production and marketing. This trend toward bigger and fewer has not escaped the sharp eyes of the United States Senate either. The Senate Small Business Committee is now making a study of the merger trend in the industry. A few months ago this committee, in a report, said that if the present trend continues that within ten years 70 per cent of the total beer production will be controlled by the ten largest companies in the industry. This is an extraordinary prediction, but present trends seem to indicate that we are heading in that direction as such organizations as Anheuser-Busch, Schlitz, Pabst, Liebman, Carling and others

step up their volume through building new plants and buying already operating concerns. In the fall of 1954, the Senate Small Business Committee said 200 small breweries were for sale.

The pattern of production is changing geographically as well as volumewise also. A relatively short time ago the big beer centers were limited to Milwaukee, St. Louis and metropolitan New York. Today these three centers retain importance as production areas, but they are supplemented by firms spreading out

of East Coast requirements while the St. Louis facilities continue in their customary large measure to turn out Budweiser and Michelob.

Coupled with the changes in marketing and production have come changes which are less obvious to the public but have a heavy and sometimes tragic impact upon the workers: stepped up automation. Space does not permit a discussion of the many improvements which resourceful manufacturers have made in their plants, but we can say that gradually over the last few years



Anheuser-Busch's large facility in California's San Fernando Valley typifies the spread of brewing industry to many sections of nation.

and expanding in many areas, particularly in the West. California has become a great brewmaking center with new plants by Budweiser, Pabst and Schlitz.

This new geographical pattern is making profound changes in the economics of beer distribution. No longer do Californians have to have shipped into their cities from Milwaukee or St. Louis the famous beers of the East—they now have their own producers. The elimination of the long freight haul makes a marked difference in distribution. Anheuser-Busch has put up a big plant in New Jersey to take care

the modern brewery has become an increasingly efficient machine requiring fewer and fewer workers. It should be pointed out also that warehousing has been greatly changed through palletization. By this method warehousing can be carried on with fewer men and more pieces of mobile equipment. Palletization got a big boost in World War II when manpower was scarce and the burdens of moving, storing, shipping, loading and warehousing were heavy.

If the brewers are able to make

(Continued on page 18)

VENDING CAMPAIGN WINNING SUPPORT

*A wide measure of cooperation is being extended to the International Brotherhood of Teamsters through the Miscellaneous Division in its campaign to promote union servicing of coin operated automatic vending machines.

William Griffin, director of the division, has received pledges of cooperation from many international unions in the American Federation of Labor who have been informed of the new vending machine campaign. On July 29 Mr. Griffin sent a letter to a number of internationals informing them of the proposed campaign of cooperation which had been developed between the Teamsters and the Butcher Workmen. This program was reported in the August issue of THE INTERNATIONAL TEAMSTER.

Replies and pledges of cooperation to the Teamsters were prompt and cordial. President James G. Cross of the Bakery and Confectionery Workers' International Union said:

"We would be most happy to assist you in your campaign in any way possible for we have a direct interest in this type of merchandising, for as you will note, in listing the types of products most frequently distributed through vending machines, a substantial portion would be produced by the workers who properly come under the jurisdiction of our International Union, and if you are successful in your efforts to organize the workers servicing these vending machines, you could at the same time be most helpful to us in organizing the workers producing the merchandise distributed through the automatic vending machines."

President John J. Mara, president of the Boot and Shoe Workers' Union, told Mr. Griffin he would be glad to publicize the campaign in his official journal. Similar pledges of assistance were received from General President Joseph C. Mc-

Curdy of the United Garment Workers and General President Sam J. Byers of the Laundry Workers International Union.

Anthony Valente, International President of the United Textile Workers, manifested an interest in the campaign as did the International Alliance of Theatrical, Stage Employees and Moving Picture Operators.

NLRB HOLDS FATE OF HOTEL WORKERS

THE question of whether employees of the Miami area's swank hotels will be given protection of law now rests with the National Labor Relations Board.

For more than four months, members of Local 255, Hotel and Restaurant Employees and Bartenders International Union, have been fighting in a "legal no-man's land." Members of Congress, noting the plight of the AFL union, began demanding that the NLRB re-examine its position of refusing to take jurisdiction in hotel labor disputes.

The Board conducted hearings in Washington on August 11.

Here is the fantastic legal merry-go-round on which the hotel workers have found themselves:

Florida law provides that a union must be recognized when it is shown the union represents a majority of an establishment's employees.

But Florida law sets up no machinery for determining if the majority want a union.

So Florida courts have ruled that picketing is illegal at most hotels because the union has not shown it represents a majority of the workers.

The hotel workers' union, in turning to the NLRB, declared that there can be no doubt the hotel

John H. Thorpe, secretary-treasurer of the Michigan Federation of Labor, said, "You may rest assured that I will lend every effort at my disposal to bring this to the attention of the people having these machines installed, that they should bear the label of the Teamsters' Union." Mr. Thorpe asked for vending machine labels to use in his efforts.

As this issue of THE TEAMSTER was being prepared for publication the Miscellaneous Division was holding conferences with representatives of other international unions. As the campaign progresses, it will be fully reported in the official journal.

industry comes under interstate commerce and under the Labor Management Relations Act. Counsel for the union pointed out the industry ranks seventh in the nation, employs over 500,000 persons.

The union is confident that under NLRB-conducted elections it could easily win the vote of a majority of workers at the 167 hotels involved.

Since an organizing drive was begun early this year, almost 4,000 Miami area hotel workers have joined the AFL Hotel Workers Union. Many of them have gone on strike to support their demands for recognition.

Wages and working conditions in the Miami area have been described by union spokesmen as the "worst in the country." Workers in other metropolitan areas enjoy vastly better conditions, although the Miami hotel rates are, on the whole, the highest in the nation.

The Teamsters, from the outset, have pledged full support of the hotel workers' fight for recognition.

The Miami area is one of the last major holdouts against effective labor organizations. For this reason, all labor unions have a stake in the hotel workers' struggle and will be waiting with interest for the NLRB's decision in the hotel dispute.

Congress Departs, Leaving Record That Is "Mixed"; Minimum Wage Boost Among Notable Achievements

SOME BITTER, SOME SWEET

A RECORD which can only be described as "mixed" was made by the 84th Congress by the time it had wound up its deliberations early last month after more than seven months of legislation.

The achievements of organized labor were by no means great, but some gains were made which added to the plus side of the legislative ledger. The record on legislation which affected labor strongly was also a mixed one with considerable cause for regret in some quarters.

NO T-H CHANGE

On the labor side of the book Congress failed to enact any change in the Taft-Hartley law. Hearings were held and a considerable body of evidence was before Congress on the need for changing this law. Labor had won a large measure of support for revising the law before the 1955 session began, but this support was not sufficient to put through major amendments.

One of the biggest single achievements of labor was the hike in the minimum wage law from 75 cents to \$1 in the face of determined opposition of the Administration which was holding out for a 90-cent base. The conference committee agreed with the House of Representatives version which had approved the dollar wage.

Related to these bills were many measures in which labor has a deep interest. The building and construction trades unions have a big stake in all construction bills. These include highway, housing and school

construction programs. Organized labor made a special point this year of bringing to the attention of Congress the necessity for including in construction legislation Davis-Bacon provisions which would provide decent wage levels for construction workers on Federally-financed projects.

Of major interest to Teamsters were the bills on an expanded highway construction program. Two principal types of bills were up for consideration in this session. President Dwight D. Eisenhower sent to Capitol Hill this session broad-gauged recommendations for a \$100 billion program. This message incorporated the findings and recommendations of the President's Advisory Committee on a Highway Program which was headed by General Lucius D. Clay. General President Dave Beck served as a member of this committee. The Clay Committee recommendations provided for a bond method of financing the construction program over a long period of years. This program was fully discussed by THE INTERNATIONAL TEAMSTER when it was sent to Congress.

FALLON BILL

Another highway bill designed to provide for construction through user taxes was sponsored by Representative George H. Fallon (Dem. Md.). Under this measure taxes would be hiked on Diesel oil, tires, gasoline, recaps and other items used by the motorists and by the trucking industry. The International

Brotherhood of Teamsters, the trucking industry and others who saw in this measure serious damage to the trucking industry—and the Teamsters saw serious impact on employment—fought this measure. The efforts of the opponents of the measure were successful in scaling down the original high rates as first proposed.

General President Beck struck out strongly against the Fallon bill and urged Teamsters and the trucking industry to advise their Senators and Representatives to oppose it. The bill ultimately lost. The Clay recommendations had been side-tracked by Congress before the Fallon bill came to a showdown in the House. No highway legislation can be acted upon until Congress reconvenes next January, unless, of course, President Eisenhower calls a special session which a number of strong elements have recommended that he do.

School construction which had a wide base of bipartisan support lost out in the final race for adjournment. Organized labor had made a strong fight to have Davis-Bacon included in this bill and in committee was successful. The final enactment of the measure was lost due to the fight in Congress over the non-segregation features of the measure.

HOUSING BILL ENACTED

President Eisenhower had recommended a public housing measure which would have provided for 35,000 units a year. The Senate passed a bill providing for 135,000 units a year and a minimum of at least 50,000 a year for four years. The House of Representatives, in which are found some sturdy opponents of public housing, enacted a measure with no provision for public housing. In conference, much to the astonishment of many, the joint committee members recommended 45,000 units a year, a figure which stuck and was finally included in the bill finally passed. The housing bill included a number of other features having an impact on the housing picture, including a provision for \$400 million for 1956 and 1957 for slum clearance.

Two groups of employees did get a legislative break through pay raise legislation. Government employees

were given a boost and postal employees likewise were given an increase. A bill was also passed giving Federal judges and Congress pay increases.

One of the big battles of the session centered around the natural gas bill. Under this measure the Federal Power Commission would be divested of authority to regulate prices at the production level. A heavy campaign of lobbying for this bill was staged, but a bipartisan revolt on the part of large cities beat it.

The bipartisanship of the 84th Congress, first session, is not likely to prevail to the same extent when the legislators return to Washington next January. Next year will be an election year and the harmony between the Democratic majority and the Republican President is not likely to be so great. Each of the parties will be jockeying for political position and public support—all of which will make the 1956 session one of keen interest to all elements of the public, especially to labor.

Gains in Brewing

(Continued from page 15)

a fine product—and the rising curve of total production and consumption would so indicate—with fewer people and fewer organizations, where does labor come in? Labor must face the fact that it is being hit and hit hard by the changes in the industry, particularly the inside workers who see more and more of their jobs being taken by the machine. However, there is one big job which automation has not taken and that is the means of getting the product—canned, bottle or kegged—from source of supply to the point of sale to the consumer. This means, in simple terms, hauling the beer from the brewery to the taverns,

bars, hotels, restaurants, concessions, and other outlets. No machine has been invented which can take the place of the truck driver who performs this uncomplicated, but essential and indeed the key function in modern merchandising.

What does this mean? This means that the Teamster is the key figure in the brewery labor picture. He is not only the key to the success of the producer and distributor, his essential and peculiar place in this economic picture makes him all-important in the labor situation. The place and effectiveness of the inside worker has greatly declined, let no one be deceived. The place of the Teamster as a key to marketing and distribution has been made more, rather than less, important in the

modern era of competition between the great titans of the industry. And no one knows it better than the brewer himself. The inside workers are beginning to learn of the importance and the strategic place of the Teamster in the modern beer picture. They are learning through seeing the results which are being achieved on the economic front. Within the last three to four years remarkable progress has been made by the National Beverage and Soft Drink Division, operating at a national level. Ray Schoessling, Chicago, director of this division and a leader in the fight for a better deal for brewery people has repeatedly declared that the division operates on a "all-for-one" basis. The division through its policy committee which is extremely active works on a local situation, bringing the talent and resourcefulness of experienced men in the industry to bear on any given problem. The answer has always been the same: better wages, hours and conditions plus the backing of the International Brotherhood of Teamsters in any economic struggle which might become necessary.

The success of this division is continuing confirmation of the philosophy of national and conference cooperation laid down by General President Dave Beck when he developed the national trade division program. When he was forming these national divisions a few years ago, the general president said that the economics of marketing, distribution and transportation made it inevitable that Teamsters had to think and act on a national basis. And nowhere is this observation more dramatically borne out than in the brewing industry.

With distribution and marketing the keys to modern financial success in the industry and with Teamsters key men in this operation, it appears inevitable that Teamsters are emerging as the basic labor factor in the industry. And with proved results won by an alert and constantly vigilant policy committee and the co-operating affiliated locals, who can say that the Teamsters are not only inevitable, but the real economic salvation of all the workers in the American brewing industry?

Letter to the Editor

August 5, 1955.

Mr. Dave Beck, Editor
The International Teamster
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Mr. Beck:

"The International Teamster" for August, 1955, carried an illustrated article entitled "His Name is Boos . . . But His Business is Beer!" The Boos referred to is Adolph Boos a brewing department employee of this company for 41 years.

I am confident that everyone bearing a relationship to this company and Rheingold beer—the management, the employees and the unions who represent them—appreciates deeply your interesting, gracious and sympathetic write-up of a greatly valued and respected brewer. It is a good thing for all of us to pay tribute to the dignity of a well-spent lifetime of work and good citizenship. In the case of Adolph Boos, as Editor, you made a discriminating selection of an individual who embodies virtues of industry, diligence, honest-dealing, loyalty to friends and associations and broad-grinned good humor that we like to believe is characteristic of the best in Americans.

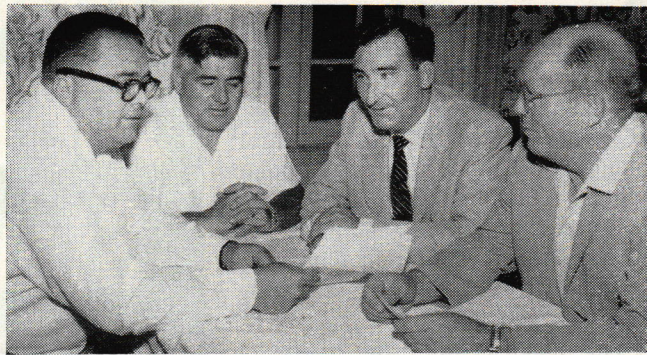
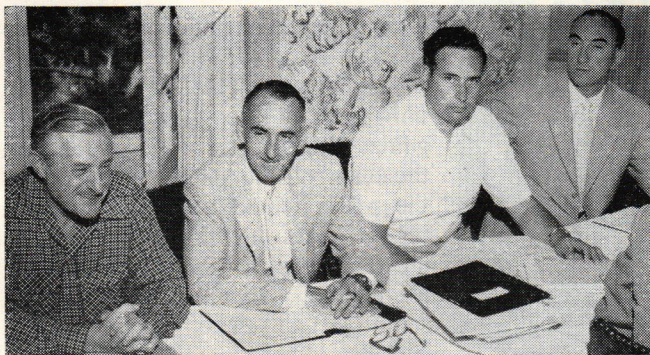
The illustrations in the article are even more graphic and persuasive than the text. Anyone who looks at the face of Mr. Boos in those pictures knows immediately that like many others, of our employees, he is a good fellow, a good friend, a good father, a good husband, a good brewer, a good employee and even—although you should know more about that than I, as it is your business, not mine—a good union member.

Very truly yours,

LIEBMANN BREWERIES, INC.,

PETER SEITZ,

Vice President in charge of Labor Relations.



A SECTION of the work session of the Montgomery Ward Council in Denver. Left to right: Sam Barron, field director of the National Warehouse Division; Joseph Dillon, director of the Western Warehouse Council; Don Peters, Chicago, Ill.; Harold Gibbons, acting director of the National Warehouse Division. North, South, East and West were represented in photo at right. Left to right: Jack Estabrook, Portland, Oreg.; Joseph Prefrel, St. Paul, Minn.; Charles Bub, Albany, N. Y., and Glenn Bailey, Fort Worth, Tex.

Montgomery Ward Council Meets

*All Locals Represented As Group
Adopts Six-Point Program to Bring
Full Teamster Benefits to Workers*

THE campaign to bring the full benefits of Teamster service to employees of Montgomery Ward warehouse locals was given a strong impetus in a meeting of the Montgomery Ward Council recently. The sessions were held July 26 and 27 at Denver, Colo., during which the members present mapped a six-point action program.

Representatives from all Montgomery Ward locals were present at the meeting which included Vice President James R. Hoffa who is president of the Central Conference of Teamsters and Harold Gibbons, acting director the National Warehouse Division and secretary-treasurer of the Central Conference.

Reports were made of progress during the last six months by Montgomery Ward locals. Based on the experience of the past and the problems confronting organization work the council developed its six-point program:

1. The representatives instructed Vice President Hoffa, Mr. Gibbons and Don Peters, Council chairman, to meet with the management to interpret and to clarify various clauses in the Teamster-Montgomery Ward contract.

2. The council is requesting the International Office to provide through its Research Department a technician to analyze the wage payment and grading system of the employer.

3. In an exchange of information effort the council is setting up procedure whereby speakers from one Montgomery Ward local can be made available to other locals.

4. As part of the exchange of information program the council authorized establishment of a publication directed to employees of Montgomery Ward in the Teamster locals. Vice President Hoffa has agreed to be the editor of this new publication.

5. A standard or uniform grievance form was developed and agreed upon for use by all Montgomery Ward locals. The council is directing each local to file with the National Warehouse Division office copies of any grievance forms which may have to be filed in behalf of any Teamster employed by the company in a warehouse local.

6. The council has set another national meeting of the group for New York City in October. Council members will be notified of the time and place later. At this time the problems and progress in connection with the national Montgomery Ward effort will be reviewed.

REPRESENTATIVES from Montgomery Ward locals throughout the country attended a national meeting of the Montgomery Ward Council in Denver July 26 and 27. Here is a work session of the council.



A MOTHER in a farm house near Steamboat Rock, Iowa, thumbing through the "dream book" (Montgomery Ward's 1,044-page, six-pound catalog), ruffles to "junior longies" in today's most popular fabrics. The back-to-school deadline hovers as she adds to the order blank—33 B 2001 1 pair Corduroy Longies, Brown, Size 10, shipping weight 1 lb.

The pencil in the order blank set in motion an organization of 5,000 people in the huge Ward's Chicago plant at the east bank of the Chicago River. There's a network of conveyors, machinery and communication, but it takes fast human footwork and accurate brainpower to keep any mail-order house thriving. Sales and profits are made up of thousands of orders each day—for items ranging from wells to lightning rods to wedding rings.

From mail opening in the early morning hours to closing, Ward's is a tense hive of activity, with quick hands darting into miles of bins to get the orders out in the evening dispatch from the post office in the plant. The day is cut up into 20-minute units and the word that keeps everyone pushing at top speed is "schedule"—the time stamped on each item of every order entering the plant.

Behind the "schedule" are production standards which help determine wage levels of each employee. These job standards are the source of most employee grievances and therefore the "schedule" sets the climate under which Warehouse and Mail Order Employees Local

ROBBIE JUBITER, Steward



743 is developing its collective bargaining relationship with Ward management. This key Teamster unit sparked the campaign to organize Ward's in 1953 and the enthusiasm of the people working in the plant helped bring overwhelming victories for the Teamsters in all of the firm's units in secret ballot elections for bargaining representative.

A key person in getting that pair of longies to the Iowa farm near Steamboat Rock, Iowa, is Robbie Jubiter, listed on the Ward payroll as "stock helper, regular." On the roster of Local 743, Robbie Jubiter is a steward, as thorough in her union job as she is in seeing that bins and racks are supplied with boys' wear. Her area of operations is half the length of the sixth floor of the 840-foot nine-story building. Her tools: sturdy feet (the floor is concrete, with no mats), carts like those you see in a supermarket for carting goods to bins, strong eyes (the light is surprisingly dim), a good memory for location of various items and accurate speed to keep up with the high production standards.

Robbie Jubiter is also a vital link in the affairs of Local 743. As a

**Helps make
Unionism pay
at
Montgomery
Ward**



Teamsters Sign Historic Pact
With Ward's for 15,000 Members

Montgomery Ward Workers Vote
On Representation by Teamsters

TEAMSTERS MAP ORGANIZ-
T GIANT MONTGOMERY W
Local 7
At Ret

Ward Workers Learn How Union
Pact Can Mean New Lease on Life

IG AFL VOTE AT WAR
O BACK UNION IN NEG
linois AFL's 900,000
re with Ward W
Hail Ward Contract
Team
Hikes

WARD WORKERS ASK LABOR BOARD POLL

Ward Workers Shout Big 'NO'
n Compulsory Insurance Plan

Ward Workers Rap Compulsory
Insurance Plan; Employees Pay All

TEAMSTERS WIN MONTGOMERY

Ward Workers Map First Pact Dem
Warehouse 743 Wins 50%

Montgomery Ward
Employees Vote
Next Jan. 15

Employees of the big mail order
and fashion houses of Montgom-
ery Ward and Company will have
the opportunity of voting for a
union next Jan. 15.

2,766 to 385

Teamsters Sweep Poll at Ward's



Volunteer workers help keep the union spirit alive as they use their spare time to check membership lists. Tencie Brown, Elsie Weisberger, Robbie Jubiter check up in above photo.



Robbie Jubiter, seated far left, attends a stewards' training class in union office near the Montgomery Ward plant. Instructor, far left, is Frank McCallister of Roosevelt University.



Pres. Don Peters of Local 743 discusses a grievance problem with Robbie during a lunch-period confab. Her training classes will aid in knowing best way to handle complaints.

steward in her department, she brings the Teamsters' message and service to the people who selected her to be their union representative. When Local 743 first brought the story of organization to the people's at Ward's in May 1953, Robbie Jubiter like many others enlisted in the campaign to bring genuine collective bargaining to the people in the plant.

She came to Ward's in 1946, shortly after she moved to Chicago. The pay then was 62½ cents an hour. Her scale is now \$1.51 an hour, including a 7-cents-an-hour raise awarded since Local 743 won bargaining rights at the plant. Miss Jubiter has been in the boys' wear department since her first day at Ward's and knows the stock well.

"I remember a lot of the catalog numbers," Robbie said. "I suppose that learning hymns helps develop the memory."

She has a fine soprano voice and has rehearsed every Thursday and

MONTGOMERY WARD ORDER BLANK

Complete Satisfaction Guaranteed or Your Money Back

WARD, CHICAGO 7, ILL.

19

PRINT OR WRITE NAME AND ADDRESS
All members of the same household may use this form.

No need to fill in these spaces unless you wish order shipped to another address or person—or you have moved since last order.

IF TO BE SHIPPED TO ANOTHER ADDRESS OR PERSON, write instructions here.

Name _____
(First Name)

Name _____

Street Address _____

Street Address _____ Route _____ Box _____

Post Office _____

Post Office _____ State _____

IF YOU HAVE MOVED SINCE LAST ORDER, write your old address here:

Street Address _____ Route _____ Box _____

TELL US HOW

Mark "X" in Proper Square At Right

Parcel Post

(Show Preference)

Give your Preference

CATALOG NUMBER OF ARTICLE



When goods are not in proper bins, Robbie is responsible for tracing them, filling order.



A check on the warehouse files may be necessary in order to track down the merchandise wanted by the customer. Here she is searching for a missing pair of boy's long trousers.

Robbie checks over the invoices of incoming merchandise and compares them against actual items received to make certain the order is completed and goods accounted for.

performed every Sunday for eight years with the choir of Monumental Baptist Church on Chicago's South Side.

Quietly competent on the job and in her union work, Miss Jubiter's voice gets lots of exercise when she's watching the pennant-hungry Chicago White Sox. The World Series fever gripping Chicago and the people at Ward's isn't half as exciting as the atmosphere in the plant just before the National Labor Relations Board election in January 1954.

Shortly after Local 743 started its organizing campaign, Miss Jubiter was one of the first to sign a membership card. Many of her friends and neighbors were in unions, and she believed that people working for Ward's were entitled to the benefits of organization.

"A union makes it easy for the worker to get his ideas to management," Miss Jubiter said. "It's impossible for 5,000 people to handle their problems as individuals."

With that practical outlook, she helped spread the Teamster story

to the men and women in her department. Finally, when enough people had signed cards to permit the union to petition for an election, Miss Jubiter volunteered to serve as a watcher.

"Election Day, January 15, 1954, was a big day in our lives," she said.

As Ward people streamed into the polls, the tension mounted. Long before the votes were counted, the telephones in the Local 743 office near the plant were jammed with inquiries from union members. Although the union had won a preliminary contest in the Schwinn



Robbie must, as a part of her job duties, keep close tabs on merchandise by taking regular inventories of the stock in scores of bins.

warehouse of Ward's, securing 87 per cent of the votes, Miss Jubiter recalls the anxiety of her coworkers. She and other stewards reassured their members, radiating confidence in the results. For no matter how the company attempted to answer the union's arguments, the job problems remained.

When the ballots were finally tabulated, Miss Jubiter phoned every worker in her department with the happy results:

For the union: 2,766. Against: 385.

The victory at the polls meant the start of a new era at Ward's.

President Don Peters, of Local 743, wanted a sound foundation for the union. The organization developed a stewards' training program to prepare key people for each department.

Robbie Jubiter promptly enrolled. "We had to learn fast," she said. "Few of us had any idea of how a union really operates."

At the evening classes, she met other stewards, all reporting the kind of problems faced by the people in her department. The evening talk in the union office was a relaxing change from the day's work. A good steward knows his job well

—and there's surprising variety in the work of Robbie Jubiter, "stock helper, regular."

A brief morning conference with the supervisors sets up assignments for the day. The order fillers fleetly skitter along the long rows of bins. If there's a slip on a hook at the center of the floor, Robbie knows that there's a shortage and traces the goods to reserve stock. She then checks the warehouse file and if the item is "out," phones a department merchandiser to make final disposition of the order.

Meanwhile, there's stock to put in bins . . . suits to bag and hang

. . . inventory. Every job is measured. At top pay in her grade, Miss Jubiter must be fast and accurate, since errors and failure to keep up to the company's production standards can mean a cut in pay.

Her work as steward involves bringing members' grievances to the union's attention for transmittal to management. Many of these complaints centered on production standards. That was also the experience of other stewards.

"We realize that we had to give our stewards some idea of how production standards are set," Peters



The suit located, Robbie hangs it up before placing it in a bag and completing the order.



The rewards of payday have been enhanced for Robbie and hundreds like her as a result of the recent Teamster victory at Wards. Here Robbie gets her pay envelope from Clarence Pruzanec.

said. The Local 743 president, with long experience in the mail order field, arranged a series of six weekly classes on job standards. Robbie learned a new language in the course—time study, observation sheets, job breakdown, merit rating, and many other basic elements of what goes into the setting of production standards and pay rates for various types of work.

Peters points out that there was no attempt to turn the stewards into expert production engineers.

"Our aim was to help our key people understand what management was talking about in our collective bargaining sessions and in handling of grievances," the union president said.

Robbie was one of 33 stewards who met every Monday evening for six weeks to present their questions to an expert mail order engineer. She believes the experience will help the union in future negotiations.

During the 15 months of bargaining between the union's officers and policy committee (elected by Ward workers to represent each department), Miss Jubiter and the other stewards had the job of keeping members informed on developments. She helped distribute bulletins with each new development in the negotiations. After working hours, on lunch periods and on rest passes, she quietly explained that the first contract was the hardest to negotiate.

Vacations? Yes indeed! Robbie picks out new luggage for that union-won vacation in the employees' bargain room provided by Ward's company.

Meanwhile, before a contract was signed, the union won 5 per cent wage increases in November 1954. Robbie Jubiter's raise was 7 cents an hour. Altogether, the raise meant a gain of \$641,000 a year for the men and women in Ward's Chicago plant.

A victory celebration in the huge hall of Electrical Workers' Local 1031 drew over 3,000 people to see a fine show. It was the largest meeting of Montgomery Ward employees in the firm's history.

Miss Jubiter said the party was wonderful, bringing a spirit of genuine fellowship among the people in the plant.

Negotiations continued. Union interest was high. Bargaining sessions ran longer and longer. Finally, on March 31, 1955, the deadlock was broken when General President Dave Beck came to Chicago to sign the Teamsters' first national agreement, culminating 15 months of bargaining.

On a key issue—grievance procedure—the union won full arbitration, thus establishing the principle of equality of the union and management at Montgomery Ward.

Members of Local 743 overwhelmingly accepted the agreement. The steward's job became even more important, since Ward management would not agree to the union shop. Robbie Jubiter, her quiet chuckle just below the surface, patiently explained what the contract meant to the people in her department. Evidently she instills confidence, for she and her co-steward, Al Carson, have their division 100 per cent organized. This involves a lot of time, since company rules prevent collection of dues during work hours.

Miss Jubiter realizes that it's important to keep the union spirit alive. Every other Friday she's at Ward's entrance distributing the union's lively bulletin—*Ammunition*—which carries complete reports on grievances, brief stories on company activities and organized labor.

A typical edition of the bulletin has this story: "Chicago house: Grievance filed on behalf of employee who did not receive house increase granted in November 1954. Company finds after investigation employee was entitled to it on January 19 and failed to receive it at

(Continued on page 29)





Governor Val Peterson (left), Federal Civil Defense Administrator, swears in three new officials of the highway division of the FCDA. From left are Vice President Einar Mohn, Alex Scherer, and William Noorlag.

MOHN GETS KEY DEFENSE POST

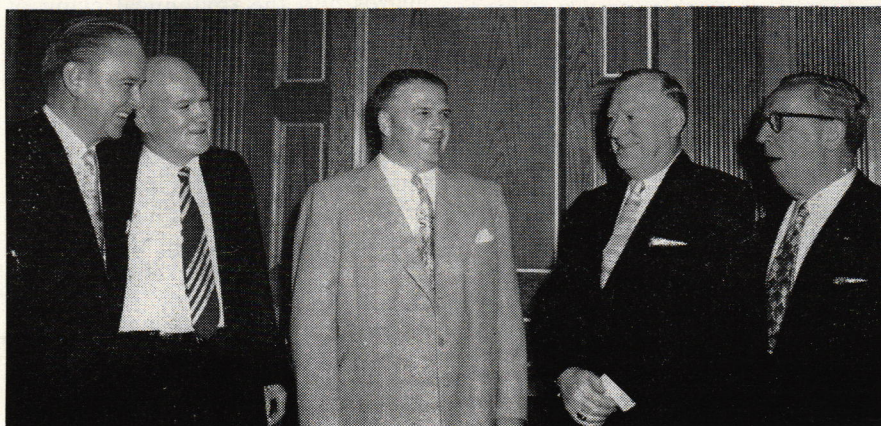
TEAMSTERS are participating in the trucking industry's voluntary plan for cooperation with the Federal Civil Defense Administration. The trucking industry is the first of the nation's major business activities with a plan and personnel to fulfill major transportation needs in case of atomic attack.

Vice President Einar Mohn has been named chief of administration of the newly created highway division of the Federal Civil Defense Administration. He is one of the three top officers of the new division sworn in at a luncheon last month in Chicago attended by some 300 industry and Teamster union leaders. Sworn in by Val Peterson, Federal Civil Defense Administrator, with Mr. Mohn were Alex Scherer, head of Scherer Freight Lines, Ottawa, Ill., and William Noorlag, director of the Central Motor Freight Association, Chicago. Scherer will be chief of operations of the new divisions and Noorlag will be chief of special staff.

The swearing in of the three division officials marks another step in close cooperation extended by the trucking industry to the Federal

Civil Defense Administration. Cooperation was extended more than a year ago through the Independent Advisory Committee to the Trucking Industry of which General President Dave Beck is co-chairman. ACT was designated as official planner for the trucking industry. John M. Redding, executive secretary of ACT, has been in charge of the planning development for the industry.

Walter Carey, co-chairman of



ACT and Teamsters joined together in Chicago to map a program of Civil Defense cooperation last month. Left to right—Walter Carey, co-chairman of the Independent Advisory Committee to the Trucking Industry; John M. Redding, executive secretary of ACT; Roy Fruehauf, president of the Fruehauf Trailer Company; Vice President John T. O'Brien, Teamsters, and Bert Seymour, head of Associated Transport.

ACT and head of the American Trucking Associations Foundation, who was toastmaster at the luncheon introduced Governor Peterson and said that he knew he was speaking for the entire industry, employers and workers alike, when he pledged complete and constant cooperation to civil defense.

In his address to the group Governor Peterson outlined the problems and perils of the nuclear age. He congratulated the industry on being alert enough to realize the potential dangers and to organize a program of cooperation to help the nation meet that danger.

"It is not our desire in Civil Defense to tell you what you should do or how you should do it," the speaker said. "You know your business and we will rely on the people who are running this industry to tell us how they can best help."

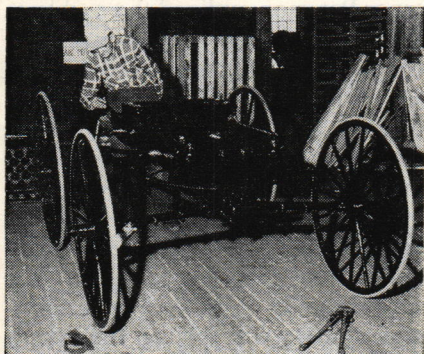
The civil defense chief spoke in some detail of measures now being taken by the Government to assure adequate warning and protection against surprise atomic attack. He described the function of DEW line of defenses—"Distant Early Warning" near the Arctic Circle.

The atomic defenses of the nation are substantially better than they were a few years ago and both the warning system and the actual military defenses are greatly improved. He said that a great danger lies in the creation and use of an intercontinental missile which can pass through the atmosphere at several times the speed of sound and with a range of thousands of miles.



Long for the Backward Look?

Indiana Company Can Put a Buggy in Your Future



This handsome buggy chassis which veteran buggy-man Tom McMurray is painting glossy black in the Standard Vehicle Plant will be put in action on a private estate in Texas.



You're viewing here a real collector's item; a 1914 Sears-Roebuck two-cylinder runabout. Also, it will run. A first cousin of a buggy, it gets attention in the Indiana plant.



Remember this hardy old road pioneer? Only a few remain on the roads; a 1926 Model T. Because the top is essentially no different from a buggy top, a new one is fitted into place by Robert Phipps, a Knapp craftsman. These are exceptional jobs; 99 per cent of the plant's work is in building new buggies.

*Horsepower Still Has a Horse in It
For Largest of Two Remaining Buggy
Factories in U.S.; For \$300, You
Can Buy a Full Size Surrey Cut Under*

IN a hurry for a surrey? Is your heart set on a cart? Then take off at a gallop for Lawrenceburg, Ind., where Ed Knapp of the Standard Vehicle Company will fill the void in your life with one of his unparalleled horse-drawn vehicles before you can yell "Giddy-up Napoleon!"

On the banks of the Ohio River, in a venerable 100-year-old building, the larger of the two remaining buggy factories in the whole 48 states turns out buggies, surreys, pony carts, dog carts, show-horse vehicles, advertising beer wagons and pared-down Conestoga wagons. Seventeen workers keep on the job to the whine of the mammoth sewing machine stitching up leather mudguards and the rhythmical clang of the blacksmith's sledge. They turn out about 300 a year.

Heading up this unusual organization is white-thatched Ed Knapp, who admits to 70-something. He took over the business from his father, William. When William made up his mind to something, "that was it." The reason-for-being of the buggy works today probably lies in the elder Knapp's dogged undying determination. In 1891, when he hadn't heard of a guy named Henry Ford who was tinkering with internal combustion engines to power "horseless carriages", Bill Knapp quit his job as a Cincinnati blacksmith and bought into the buggy

business. He was in popular company then; Cincinnati had 22 buggy works; there were about 800 in the nation. Bill Knapp prospered for awhile but pretty soon Old Dobbin began rearing at the horrible sight of the smoking, popping, shaking, metal monsters propelling themselves along the bumpy roads. As autos improved and proved (to almost everybody, not including Bill Knapp!) that they were "here to stay", buggy makers dropped out of sight like volunteer dishwashers at a church dinner. Not Bill Knapp; he stuck by his buggy-building even more doggedly! His factory burnt down in 1919 so he found one in Lawrenceburg that was being nudged out of business by the "gas buggies" and moved there.

Under the impetus of a hard-selling campaign, Knapp got a lion's share of the buggy business that remained until the slump came in 1920 and he was plastered with a \$262,000 debt. Scorning the refuge of bankruptcy, Knapp struggled along. He never saw the debt retired, for he died in 1939; three years before the debt was paid to the last penny.

The business was carried forward by his son, the present owner, who bounds up the rickety old stairs in a high disdain of all the laws of medical science which ordinarily would dictate a leisurely on-the-level pace for a man of his advanced



Left: Blacksmith Elza West munches a noonday sandwich perched atop front seat of Pres. Wm. H. Harrison's buggy in which he drove to the area.



Right: Grace Sheets, who has sewn a heap of stitches since she started in the factory in 1919, uses an oversize sewing machine on a panel for buggy.



years. Where his Daddy had it tough sometimes because the autos were in, Ed Knapp now has it made all the way, because he has more than half of all the nation's quality carriage trade.

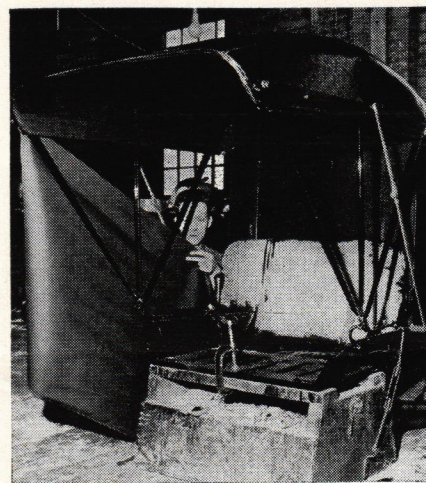
Standard Vehicle, in its venerable old building, with its venerable old boss and its many venerable old employees (most have been there over 15 years, some 25 and some 36!) turns out buggies for the Amish farmers, quaint in their somber dress, who dot the Pennsylvania countryside. They refuse to recognize the existence of automobiles and still travel by buggy. But the buggies can't have any decorative stripes and, for some reason, they make their own dashes and tops.

Then there's the Acadian groups in far-away Louisiana. Though of late some of these "Cajuns" have started buying second-hand cars, there still are many buggies tied up at the well-worn hitching racks before the "factors" (stores) where they buy provisions and haul them deep into the bayou recesses of the Pelican State.

There are fancy rigs for what Ed Knapp calls "the wealthy-lawyer class"; people with country estates and good horses who entertain week-end guests by rides in a "surrey with the fringe on top" over the hillsides. Modern huckstering plays into Ed Knapp's buggy-making hands, too, for he makes subscale



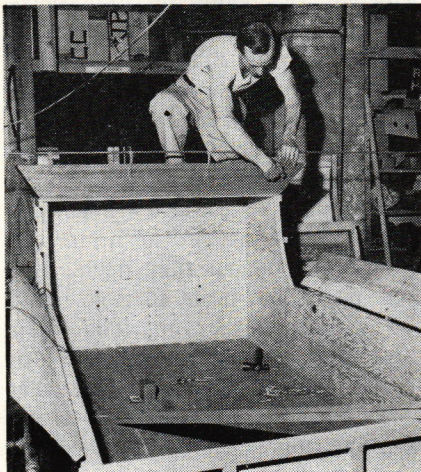
Above: Clara Johnson, another 36-year veteran, uses traditional tools and methods as she deftly deep-tufts a surrey back cushion.



Above: Each side curtain is fitted into place individually on shiny three-bow buggy top by Wilford Fleek, Standard top trimmer.

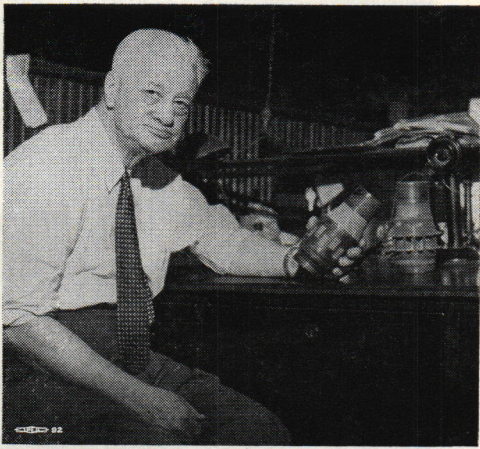


Below: A seat rail goes on a miniature beer wagon headed for Richmond, Indiana. Installing the finishing touch is Arlie Baer.

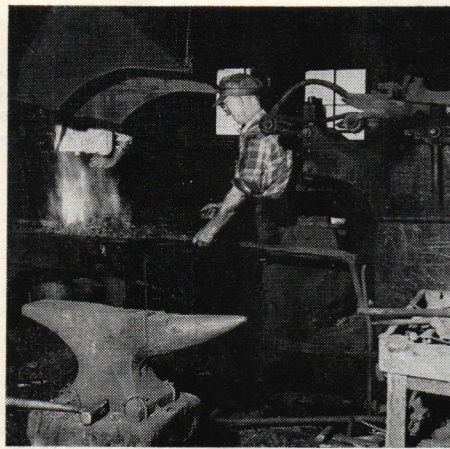


Below: A bow for a cut-down Conestoga is fitted by Clarence Butts. It goes to Arizona dude ranch. Note racks of wood fittings.





"Ed Knapp, Prop." The present owner took over buggy works from his father, William.



Elza West, the blacksmith, works at his forge in 100-year-old Lawrenceburg buggy shop.



The quaint office is presided over by Irene Nolke, "office girl" since '19.

"beer wagons" for advertisers who put the rig on the streets confident they will attract the public stare. Here a man is working on a sub-scale Conestoga wagon that will take dude ranch guests in Arizona on hilarious picnics. There's a whole garage-load of pony carts neatly filed in one corner of the undulating old building, chocked so they don't roll down the incline.

The century-old building has settled on its foundations as it withstood the ravages of the years and the onslaughts of Ohio River floods. Ed Knapp didn't help matters either, by piling tons of buggy hardware on the upper floors. The floors sometime billow up and down from wall to wall as much as three feet. "Dumb old me" he mused. "I thought a building ought to take anything you could put on it." Now the hardware is in on the dirt of the first floor close to the blacksmith's soot-stained forge.

There are about 500 parts to the average buggy and in such specials as "Our Mail Route Buggy," "The Blue Grass Special" and Standard's most expensive, at \$300, the "Full Size Surrey Cut Under," Knapp doesn't cut any corners. Only the finest of hickory, oak and ash properly seasoned, go into these buggies. On the ground floor the massive pile of iron parts and fittings, some surely as old as their owner, continue to dwindle away. If pressed, Knapp will admit he doesn't know where replacements are coming from when, for example, his supply

of step-plates is all used up. He opines they'll either be made by hand or he'll have to buy a mold and have them cast.

A large share of his reserve parts went into wartime production. People plagued by gas rationing and tire shortages gave up the fight, jacked up the family car and ordered a buggy from Standard. With business thus booming, the War Production Board threatened to close up the buggy factory as "non-essential." An oil company that needed mud-faring vehicles came along just in the nick of time and placed a substantial order, saving Standard from being blue-pencilled by the WPB.

In addition to straight buggy work, Standard sometimes condescends to do a little custom upholstery and refinishing for automobiles . . . providing they are venerable enough and show good evidence of being in real need.

Things are completely non-production-line at Standard. For a long time the men and women who worked there had an hour for lunch. Practically everybody brings their own lunch and some make coffee at the blacksmith's forge to go with it. Nobody really needed an hour. So by mutual consent they decided to take only a half-hour, then go home a half-hour earlier to tend their gardens or do whatever else appealed to them. Anybody that hasn't been there 20 years is practically an apprentice. Grace Sheets has been there since 1919 . . . the

year William Knapp moved into Lawrenceburg. She sews dashes and fenders. Clara Johnson, who does upholstery, also came in 1919, as did Elza West, the blacksmith, who often eats his lunch perched in the seat of a buggy driven into the Ohio Territory by President William Henry Harrison. It's now in a sad state of repair . . . "but it could be fixed up swell," avers Elza.

Occasionally Ed Knapp composes a new advertising "flyer" as he leans over the ancient oak desk in his second floor office with its green-shaded droplights and its over-the-waves floor. The fliers describe the company's offerings with such fascinating terms as "sweep arch axles," "coach felloe plates," "japanned oval curtain lights" and describes shafts as being "Double braced, 24-inch Era Quick Couplers." You may rest assured that "The Standard Line Has The Lowest Prices on Earth." Looking at it quite literally, Standard quotes almost the **only** prices on earth. Customers ordering pony carts are cautioned to furnish the height of the pony since this "controls the height of wheels and length of shafts."

Ed Knapp, with his toe thus well in the door of the buggy business, probably will never be rich. But it is easy to see that here is a man happy doing what he loves to do. He enjoys furnishing buggies to the nation. There's only one hitch to this buggy story:

Ed's never gotten around to making himself a buggy.

WHAT'S NEW?

Leakproof Hose Clamp Announced

Leak-proof connections and ease of installation without removing the hose are said to be insured by a hose clamp made in Chicago. A thumb-screw control in the swivel collar of the clamp prevents stripping. Other features include cold-rolled steel construction, rust-proof quality and triple welded construction.

New Trailer Washer Operates from Tractor

Economy and operation in a limited space are cited by the manufacturer for their trailer washer that has the standout advantage of allowing attachment to a tractor that is no longer road-worthy. Thus self-propelled it can clean both sides and the back of a trailer in a limited space. According to its specifications, the washer is able to handle all the standard trailer widths and heights and can be stationary mounted in concrete also. The unit, whose brushes are self-aligning, comes with two 275-gallon water and one 5 gallon detergent tanks. The controls are operated from an enclosed cab.

Tests Defective Pressure Caps

Auto or truck pressure caps can be tested rapidly and accurately with a new pressure cap tester from Cleveland that is adaptable to either long or short caps. Consisting of a pump, pressure gauge and an adapter tube suitable for long or short caps, the tester operates simply and quickly. The cap is placed on the adapter and the pump hand-operated to apply the rated temperature of the cap (4, 7 or 13 pounds). Not until the rated pressure has been nearly reached will a good cap relieve.

Safe, Easy Operation Of New End-Gate

Good appearance, smoother operation and less maintenance are all claimed for a new elevating tail-gate, using only three arms extending from the truck to the gate itself. Mounted above the axle-level where it will not be damaged when riding over curbs or down steep drive-ways, the entire mechanism has bronze bearings with high lubrication fittings at all load posts to facilitate servicing.

The platform can be held at any height when released by means of one hydraulic

valve which controls one double-acting cylinder carrying all operations. When in a raised position both sides of the gate are held by double safety latches which eliminate any chance of accidental release by locking the gate securely at the truck bed level.

Since the overload valve, featured in the end-gate, will not permit operation when too much weight is placed on the gate, overloads are impossible. A safety toespace between gate and ground prevents injuries when the gate is lowered and permits loads to be rolled onto the end-gate.

"Indestructible" New Rubber Dock Bumpers

"Practically indestructible" is the description for the molded and compressed rubber dock bumpers now being produced in Milwaukee. Being both hard and resilient, according to the manufacturers, they can withstand even the impact of the sharp edges of truck beds. Mounted right over the wood with lag screws through holes provided or anchored to concrete without angle iron mounts, the bumpers are impervious to damage by oil, gas, water or weathering.

Hose Guide Stops Harmful Wearing

A delivery man can now unwind hose easily to the left or right sides of his truck by means of a new truck hose guide and level-rewind attachment. This feature does away with some parking problems and prevents scuffing of hose on the panel sides. The operator sets the guide for left, right or straight positions for guided winding, and unreels the hose. The free-spinning ball bearing rollers of the guide prevent wear-inducing sharp bending. To rewind, the operator merely squeezes the positioning lever, presses the control button with his thumb and easily swings the guide arm back and forth as the hose rewinds smoothly and evenly.

New Dock Adjuster Eases, Speeds Loading

A lift designed to raise or lower the entire rear section of any truck or trailer to bring the bed on a level with the loading dock is being marketed from Memphis. The problem of low-under-clearance pallet trucks "hanking up" on sharply inclined ramps is eliminated because the angle of incline between the dock and the bed is reduced to a minimum. The unit itself, a 10 x 14 foot non-skid steel platform, is set into the driveway area in front of the loading dock. Its raised center curb section accurately guides the trailer wheels onto the runways, simplifying trailer spotting. The end of the leveler farthest from the dock is pivoted on a heavy hinge assembly and the end nearest the dock is raised or lowered by two 40,000 pound capacity

hydraulic jacks that permit a vertical travel of 24 inches. In simple operation, the truck backs up to the dock and the push-button controls actuate an electric power unit of the leveler until the truck bed is level with the dock.

All-Angle Drill For Tight Quarters

With both a chuck and handle that are adjustable to various angles, a newly-designed all-angle drill is said to solve difficult drilling problems since it can reach around obstacles, work close to floors and walls, or operate in close quarters. The handle can be turned in a 180 degree arc to the chuck.

Robbie Jubiter

(Continued from page 24)

that time through an oversight. Employee will receive back pay from January 19 through May 11, 1955, at which time she was increased. Grievance settled in first stage."

These things could be lost in company routine and the workers' hesitance to complain. That's where the union makes the big difference—securing the proper pay for the employee and helping the company by removing a source of friction.

Miss Jubiter says Ward workers are eagerly watching the union's activities. She reports that although all those eligible aren't yet in Local 743, each day brings more members. When she isn't at her Thursday choir practice or sewing a new dress, Miss Jubiter is in the Local 743 office most evenings checking membership lists, and doing many of the numerous other chores.

Her reward?

"Maybe what little I do is helping somebody," she said. "That's what makes a steward's work so interesting—you get to help people you know."

The future?

The Teamsters' current contract with Ward's expires June 1, 1956. The experience of the first 15 months of collective bargaining will help the union's officers and negotiating committee. Ward people are already talking about things they'd like to see in the next contract.

"I think Ward's is a good place to work," says Robbie Jubiter. "I know that the union can help make it much better."

TEAMSTER TOPICS

Kraft Committee

The National Kraft Committee, which has been set up under the chairmanship of Vice President Einar Mohn, has been getting under way since its Los Angeles meeting in alerting the Teamster Local Unions and in coordinating their efforts in dealing with this Company in many localities.

Several Kraft Foods Plants in anti-labor areas have been visited by a sub-committee and statements and other information secured from workers have been tabulated. A notable feature of this development has been the interest which has been shown by retail sales unions working in grocery stores and supermarkets in a number of cities in the United States.

A substantial long-range program is being formulated and regular publicity releases can be expected. All

contract information as well as other subject matters having to do with this problem should be sent to William M. Griffin, National Director, 25 Louisiana Avenue, N. W., Washington 1, D. C.

Good Cooperation

Truckers and Teamsters cooperated closely with each other in the recent session of the California legislature, according to Vern Cannon who represents the Teamsters at Sacramento.

Following the close of the session, George Mock, secretary of the Teamsters Legislative Council, received a note of appreciation from Bert Trask, legislative representative of the fleet owners. Said Mr. Trask in his note to Mock:

"I want to take this opportunity to thank you for the excellent cooperation you and your organization

gave us during the 1955 session of the California legislature. The help given us by yourself, Frank Brewster, Joe Diviny and Jack Annand was of tremendous value in getting much of our important legislation passed.

"This is certainly a good example of how management and labor can work together for a common cause. Some people could not understand how we would work together harmoniously on legislative problems when we were experiencing some labor difficulty at the time. It indicates the Teamsters' Union has a group of far-sighted leaders who are always ready to better the industry whose employees they represent."

Eastern Conference Set

The 1955 meeting of the Eastern Conference of Teamsters will be held in Washington, D. C., in November, according to an announcement from Thomas E. Flynn, director of the conference.

The annual session had been projected for October in Washington, but a scarcity of hotel and meeting space made it necessary to set the meeting back one month.

A tentative agenda for the annual program will appear in the October issue of THE INTERNATIONAL TEAMSTER.

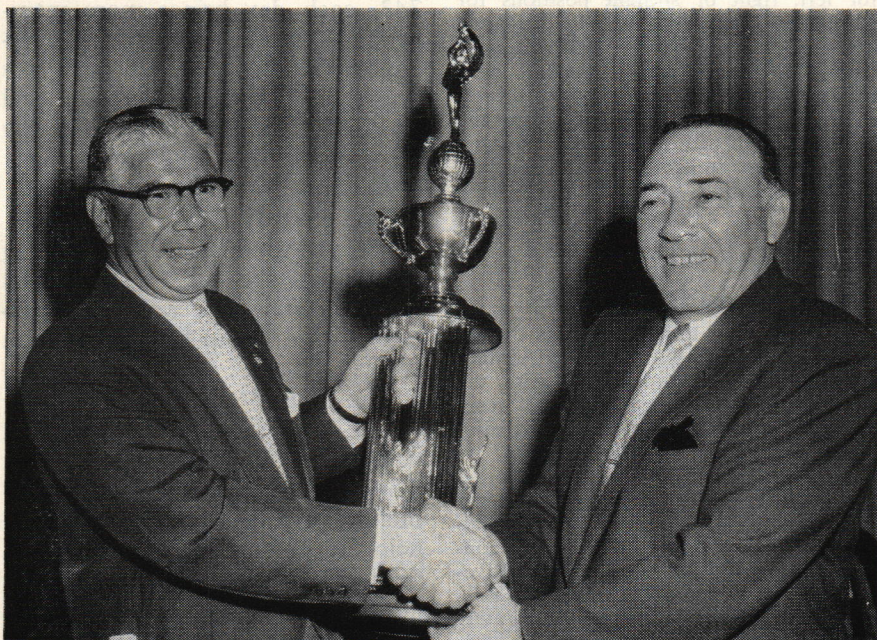
New Foundation Trustee

Anthony A. Capone, business manager of the Rochester Teamsters' Local 398, has been named second vice president of the board of directors for the John F. Wegman Foundation, Incorporated.

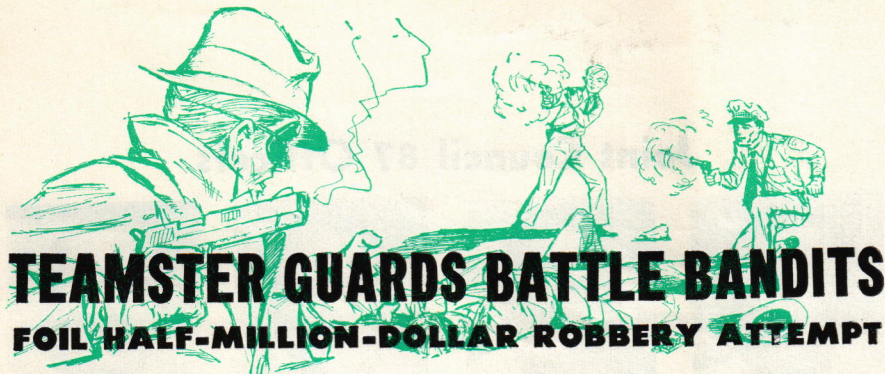
The Foundation was set up by the late Wegman Grocery chain president with a fund of \$1 million for charitable and community projects.

Capone announced that part of the expected interest of \$50,000 a year would be earmarked for establishing better understanding between industry and labor.

For Labor 'Harmony'



George Bucher, vice president of the Upholsterers' International Union, left, presents beautiful bronze trophy to Raymond Cohen, Philadelphia Local 107, IBT secretary-treasurer. Bucher said in his presentation speech that "no union official in Philadelphia has done more to bring about close harmony in organized labor than Cohen." The Upholsterers' official also cited Cohen's work in behalf of the Mutual Aid Pact between the two international unions.



TEAMSTER GUARDS BATTLE BANDITS

FOIL HALF-MILLION-DOLLAR ROBBERY ATTEMPT

Four Teamsters, guards for Brinks, Inc., Buffalo, N. Y., emerged as heroes last month following a spectacular attempt to rob them of almost a half million dollars in race track receipts. One Teamster, Eugene Clohessy, 27, Buffalo, was painfully injured in gunfire exchange.

Not only were the men heroes in line of duty, but their heroism was rewarded by Brinks, an insurance company and their local union. Each of the four Teamsters was given a \$1,000 check from Brink's, Inc. And these checks are tax-free, with the company paying whatever income tax may be due on them. An additional \$500 each was presented to the Teamsters by the Commercial Union Insurance Company, Ltd., London, England.

The four to whom rewards were paid for their heroism are: Stanley J. Klodzinski, Kenneth A. Kemp and Eugene T. Clohessy, all of Buffalo, and Edward L. Thompson of Ft. Erie, Ont.

The three would-be big time bandits had "cased" Brinks for two months before making their robbery attempt. They had been able through prying open a door to get into Brinks and there awaited the arrival of the four guards with the day's receipts from the Ft. Erie, Ont., race track. The day's take was \$498,500.

The story, as reported by the Buffalo newspapers, reads like a script from "Dragnet," a situation in which the would-be robbers had not read the full script.

Here is the story as reported by the Buffalo press: The guards arrived at Brinks and Clohessy stepped from the armored truck and entered the vault through a side door. The truck was driven by Teamster Kenneth A. Kemp, 31. Clohessy went through four security-lock doors to

a turret from which the main garage door is controlled. Kemp drove into the garage and as the heavy door was locked by Clohessy, Drive Kemp and Teamsters Edward J. Thompson, Ft. Erie, Ont., and Stanley J. Klodzinski, guards, started to unload the locked boxes with the track receipts.

At this point Clohessy was coming downstairs from the turret and opened the door leading to the garage. As he did this three bandits stepped from behind parked armored trucks, whereupon Clohessy drew his gun. Before he could defend himself one of the trio with a tommygun put a slug into the guard's chest.

Clohessy was painfully wounded, but he managed to crawl to the turret door and slammed it locked. He also managed to drag himself to the American District Telegraph Company alarm button to alert police and protection services.

The bandit trio lined the guards up and threatened to "blow your brains out." As the bandits covered the guards Clohessy opened the security turret door, but was

sent reeling backward by a slug from one of the bandit's guns. The bandits quickly disarmed the guards and grabbed two money boxes and fled through a window.

Kemp remained with the wounded Clohessy and summoned ambulance aid while Klodzinski and Thompson rearmed themselves from weapons in the turret and gave chase. As the guards reached the street they found a money box dropped by the bandits and shortly thereafter they found a second box. These boxes contained \$150,000.

The three bandits separated in an each man for himself escape attempt. Two were captured shortly, and police were tracking down the third, whose identity was known.



TEAMSTER Eugene T. Clohessy, Buffalo, N. Y., (extreme right) received a \$1000 check from C. R. Maischoss, Brinks manager, as a reward for his role in the attempted holdup. Mrs. Clohessy looks on.



THREE TEAMSTERS, guards for Brinks, Inc., receive \$1000 checks as a reward for thwarting an attempted robbery of \$498,500 of Ft. Erie race track receipts in Buffalo, N. Y., last month. Left to right: Otto D. Plank, Chicago, a vice president of Brinks, presents checks to Teamsters Stanley J. Klodzinski, Edward L. Thompson and Kenneth A. Kemp. A fourth Teamster, Eugene T. Clohessy, received his check in the hospital.

Tennessee Joint Council

(Continued from page 9)

Barker, recording secretary, and James McGinty, Carl Wallace and Fred Phillips, trustees.

While Joint Council 87 is known as the "Tennessee Joint Council," there are other local unions outside the state which are a logical part of the transportation picture in the area which have seen the wisdom of allying themselves with the council.

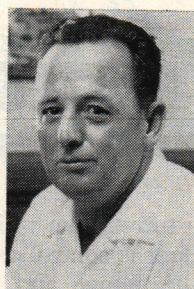
In Paducah, Ky., Local 236 is a member of the council and its president, John Mofield, is a vice chairman of the council. Other officers of Local Union 236 include James D. Johnson, vice president; Jesse Flood, secretary-treasurer; William H. Harned, recording secretary, and trustees Ocie Adams, Howard Davis and Virgil Tucker.

Tupelo, Miss., is represented by Local Union 591 and Jackson is represented by Local Union 891. Officers of Local 591 are Bruce Grissom, president; Noverta Wilbanks, vice president; Carmen Mc-

Joint Council 87 Officers



J. L. Biggers
Secretary-Treasurer



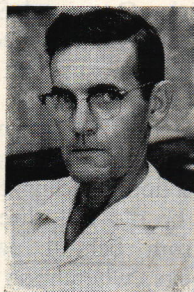
H. L. Boling
President



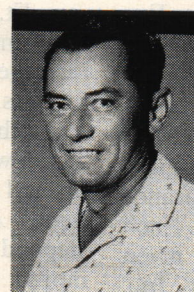
John Mofield
Vice-President



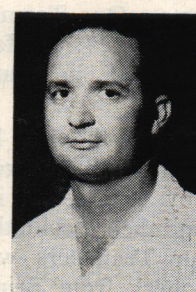
Kenneth Sackman
Recording Secretary



R. A. Farrell
Trustee



J. W. Wallace
Trustee



W. J. Reynolds
Trustee

Culley, recording secretary; P. L. Park, secretary-treasurer, and Lawrence Nanney, John Francis and Earl Smith, trustees.

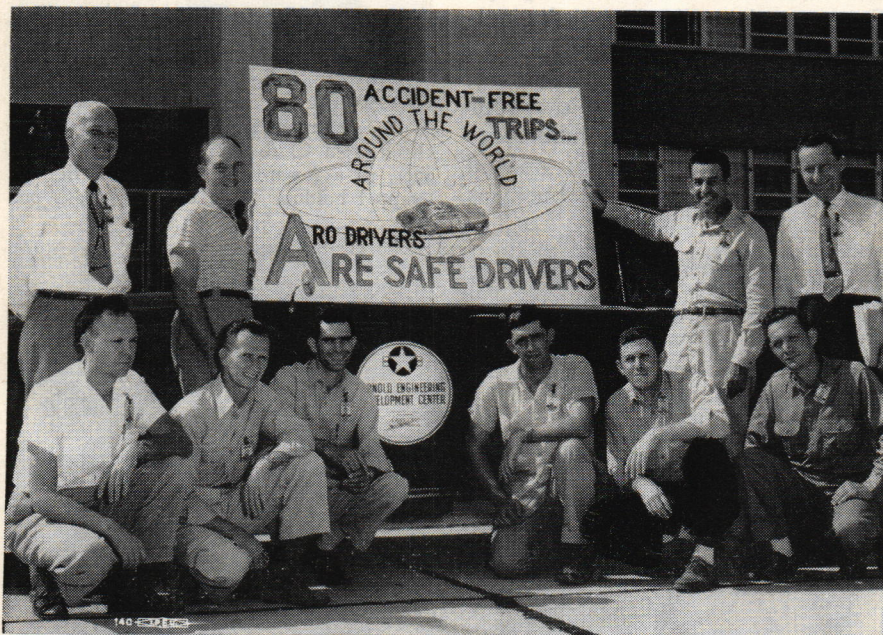
L. M. Hoover is president and

business agent for Local 891. Other officers include T. E. Martin, vice president; E. S. Breland, secretary-treasurer; R. L. Champion, recording secretary; Sam Brantley, Fred Smith and W. F. Morris, trustees.

In Alabama, G. S. Webb is president of Local Union 612, affiliated with Joint Council 87. Other officers include John T. Pierce, vice president; Melvin Bishop, secretary-treasurer; W. T. Davison, recording secretary, and J. C. Davis, Murray Riddle and E. W. Barnett, trustees.

Asheville, N. C., with Local Union 55, completes the roster of local unions in Joint Council 87. The secretary-treasurer and business agent is Hugh Rutledge. Other officers are Daniel B. Denton, president; J. H. Davall, vice president; Lonnie Shotwell, recording secretary; Roy Moser, Glenn Penland, and Curtis J. Snipes, trustees.

The future of the International Brotherhood of Teamsters, as exemplified by the participating locals in Joint Council 87 in Tennessee and the surrounding area, cannot be other than rosy with the continued industrialization of the area and the continuing close cooperation between those local unions with a community of interests in this "coming" section of the nation.



OVER TWO MILLION MILES without a major accident has been the record of these Teamster drivers at the Arnold Engineering Development Center at Tullahoma, Tenn. They are grouped here at the time they were given pins and certificates by ARO, Inc., operating contractor for the Air Force installation for the four and a half years covered by their operations. Congratulating the members of Local Union 515 are L. Z. Dolan, left, General Services chief, and James W. Gaynor, right, director of administration. The drivers are, kneeling, left to right: Carl Pendergraft, John Rankin, John Sanson, Winton Vincent, Horace Stubblefield and Paul West. Holding the sign are Glen Barnes and Paschal Givens. Distance travelled amounts to approximately 80 trips around the world.

FIFTY YEARS AGO in our Magazine

(From *Teamsters' Magazine*, September, 1905)

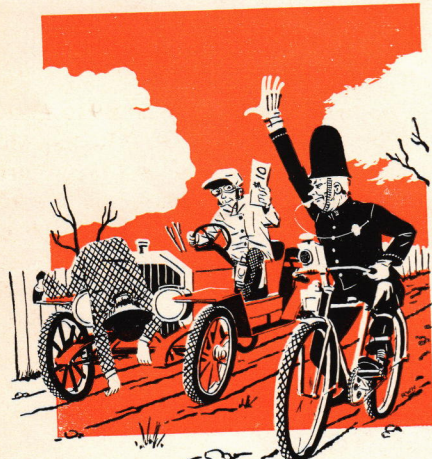
CHICAGO TACTICS

The September, 1905, issue quoted a strike breaker as saying that he was hired by the Chicago Employers' Association "to create all the trouble I possibly could for the Teamsters, and I brought in every available thug from other cities to Chicago for that purpose."

"They wished to have riots and disturbances take place so as to give them an excuse to have the police put upon the wagons, as they claimed, for the purpose of protecting the men, but in reality to act as guides and workmen for the employers," the magazine said in an editorial.

PAYS TO BE HONEST

With tongue in cheek, the "Teamster" told of an honest man who was run over



and killed by an automobile driven by a dishonest man.

"The dishonest man was fined \$10, while the honest man is enjoying his just reward in Heaven. Moral—It pays to be honest."

COUNTERFEIT LABEL

There was a counterfeit union label making the rounds and the September "Teamster" warned its members to watch out for it and report its use.

The label was a facsimile of the Hatters' label, exactly like it. The only difference was the counterfeit carried the words "individual liberty."

Many shopkeepers were said to be handling the "scab" hats with or without the impression that the label was genuine.

CUBAN READERS

A curious, but significant, habit among Cuban workers had to do with reading in the factories.

The report said that men and women who could read were being paid the extremely high salary of \$30 to \$60 a week to sit among cigar factory workers and read aloud for three hours a day.

NOTE ON SOLOMON

In discussing employer tactics with regard to workers, the Teamster recalled the practice of old King Solomon with respect to the workers.

"He not only organized his employees into a labor union, but he gave them an eight-hour day and established a warden at the west gate of the temple to see that all the men received their wages and that none were dissatisfied. The teachings of this wisest of grand masters are in striking contrast with the practice of some of his latter-day followers who pretend to believe in and obey his teachings."

ESSAY ON THE HORSE

The magazine couldn't resist reprinting an essay by a student of Bombay, India.

"The horse is a very noble quadruped, but when he is angry he will not do so. He is ridden on the spinal cord by the bridle and sadly the driver places his feet on the stirrup and divides his lower limbs across the saddle and drives his animal to the meadow.

"He has a long mouth and his head is attached to the trunk by a long protuberance called the neck. He has four legs; two are in the front side and two are afterward.

"These are the weapons on which he runs, and also defends himself by extending those in the rear in a parallel direction toward his foe, but this he does only when in a vexatious mood. His fooding is generally grasses and grains. He is also useful to take on his back a man or woman, as well as some cargo. He has power to run as fast as he could. He has got no sleep at nighttime and always standing awaken.

"Also there are horses of short sizes. They do the same as the others are generally doing. There is no animal like the horse; no sooner they see their guardian or master they always crying for fooding, but it is always at the morning time. They have got tail, but not so long as the cow and other such like similar animals."

THE NAGGING WOMAN

The nagging woman, a subject which seemed to get its fair share of notice

50 years ago, was taken up in the "Sense and Nonsense" columns.

"A violent woman drives a fellow to



drink, but a nagging one drives him crazy. She takes his faults and ties them to him like a tin can to a yellow dog's tail, and the harder he runs to get away from them, the more he hears them."

ON PARROT CARE

That exasperating fellow who feels that the world is centered around himself and that the rest of us need guidance and direction in the simplest duties of life came in for a bit of chiding.

It reminded the editor of a story not unpopular in the day. Here is the thought:

Mr. B. was a young man of this class. He was always painfully profuse in details regarding anything he wished done. He had a parrot, of which he was excessively fond, and when he was about to go abroad for a few months leaving his bird behind him, he bored and exasperated his family and friends with senseless details regarding the care of the parrot, and his last words, screeched from the deck of the steamer that bore him away, were:

"Hi, Jim!"

"What!" shouted the brother.

"Look out for my parrot!" came faintly over the water.

As if this was not enough, he had no sooner reached Liverpool than he sent the following cablegram to his brother:

"Be sure and feed my parrot."

On receipt of this the infuriated brother cabled back, at owner's expense:

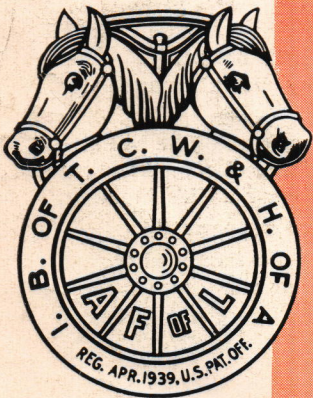
"I have fed her, but she is hungry again. What shall I do next?"

THINK



Mrs. Housewife

is there any
reason **WHY**
you shouldn't . . .



HAVE IT *Teamster*
DELIVERED?

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